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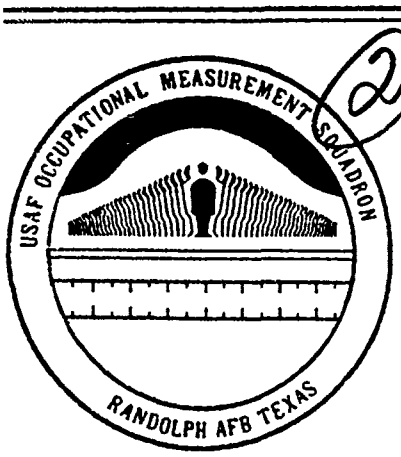

UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT

DTIC ELECTE SEP 20 1993 S D

LOGISTICS PLANS AND PROGRAMS

AFSC 662X, 661X, AND 661X0

AFPT 90-66X-954

AUGUST 1993

93-21743

OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
1550 5th STREET EAST
RANDOLPH AFB, TEXAS 78150-4449

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DISTRIBUTION FOR
AFSC 66XX, 661X0 OSR AND SUPPORTING DOCUMENTS

	OSR	ANL EXT	TNG EXT	JOB INV
AFIA/IMP	2			
AFLMA/LGX	1		1	
AFMPC/DPMRPQ1	2			
AFMPC/DPMRAD5	1			
AL/HRD/HRMM	2		1	
AL/HRT/DOS	1		1	1
ARMY OCCUPATIONAL SURVEY BRANCH	1			
CCAF/AYX	1			
DEFENSE TECHNICAL INFORMATION CENTER	2			
DET 5, USAFOMS (LOWRY AFB CO)	1	1	1	1
HQ ACC/DPTTF	3		3	
HQ AETC/DPAEO	3		3	
HQ AFCC/DPATO	3		3	
HQ AFIC/DPATO	3		3	
HQ AFMC/DPUE	3		3	
HQ AFSOC/DPAT	3		3	
HQ AFSPACECOM/DPAE	3		3	
HQ AMC/DPATJ	3		3	
HQ ATC/DO/SGAT/TTOA	2		1	
HQ PACAF/DPAE	3		3	
HQ USAF/LGX	1		1	
HQ USAF/DPPT	1			
HQ USAFE/DPAD	3		3	
NODAC	1			
Standards Division (MAGTEC)	1			
USAFOMS/OMDQ	1			
USAFOMS/OMYXL	10		5	10
388 FW/LST	2		2	
3400 TCHTW/TTO (LOWRY AFB CO)	6	2	6	6
3400 TCHTW/CCV (LOWRY AFB CO)	1		1	

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Logistics Plans and Programs Utilization Field (66XX) and the Logistics Plans Career Field (661X0). Authority for conducting occupational surveys is contained in AFR 35-2. Computer products that support this report are available for use by operations and training officials.

The survey instrument was developed by Captain Harold Huguley III, with computer programming support by Mr Wayne Fruge. Ms Linda McDonald provided administrative support. First Lieutenant Gary W. Foster, Occupational Analyst, analyzed the data and wrote the final report. This report was reviewed and approved by Mr Gerald R. Clow, Chief of Management Applications Section, Occupational Analysis Flight.

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SUMMARY OF RESULTS

1 *Survey Coverage*: Logistics Plans and Programs (AFSC 66XX) utilization field and Logistics Plans (AFSC 661X0) career ladder personnel were surveyed to obtain current data on increased automation responsibilities, mainly in Contingency Operations/Mobility Planning and Execution System (COMPES) functions. These personnel were also surveyed to help assess the impact of the deletion of manpower, facilities, and budget duties from AFR 39-1 and the development of Air Force Manpower Standards for logistics plans and programs work centers. A single job inventory was administered to all active duty personnel during May through October 1992. The total sample population consists of 1,013 Air Force members, this represents 60 percent of the total eligible population

2 *Specialty Jobs*: There are 16 logistics plans and programs jobs that were identified. Three of the jobs grouped together to form the Logistics Staff Personnel cluster, and three other jobs grouped together to form the Wholesale Logistics Personnel cluster

3. *Comparison with Previous Occupational Survey Report (OSR)*: All the independent jobs in the current OSR matched to the previous 661X0 OSR, except two mainly officer job clusters (Logistics Staff Personnel and Wholesale Logistics Personnel). One job cluster (Manpower and Authorizations Personnel) and four independent jobs (MAJCOM Functional Managers, Functional Systems Analysts, ATC Logistics Plans Instructors, and Facilities Managers) identified in the previous enlisted OSR did not have a match in the current OSR. Due to the lack of availability of independent job definitive task data, a comparison of the current OSR to the previous 66XX OSR could not be accomplished.

4. *Duty AFSC Analysis*: The specialty description analysis indicated personnel were basically performing duties and tasks specified in AFR 36-1 and AFR 39-1. There were some grade-spread discrepancies in AFR 36-1. Specifically, AFR 36-1 specified that captains and majors should occupy DAFSC 662X, however, 39 percent of these personnel were lieutenants. In addition, AFR 36-1 also states that majors and lieutenant colonels should occupy DAFSC 661X; however, 20 percent of these personnel were captains. The descriptions written in AFR 39-1 concerning DAFSCs 66130/66150, 66170, and 66190/66100 were accurate.

5. *Military Rank Analysis*: In performing an analysis of the military rank, lower ranking officers were generally spending more time performing Mobility and Acquisition Functions, while higher ranking officers tend to have more supervisory duties. Likewise, lower ranking enlisted personnel spend more time performing Mobility, Support Agreements, and Administrative and Supply Functions, while senior NCOs performed more supervisory types of duties.

6 *First-Assignment Personnel*. Based on time in utilization field (TIUF) and time in career field (TICF), the survey included 349 respondents who were first-assignment personnel. Out of these 349 respondents, 227 were officers and 122 were enlisted First-assignment 662X officers mostly perform Command, Management, and Staffing Functions, Acquisition Management Functions, and Mobility Functions. First assignment 661X0 personnel mostly perform Command, Management, and Staffing Functions; Mobility Functions; and Support Agreement Functions.

7. *Training Analysis*: Overall, analysis of the OSR data with the STS 661X0 and CTS G3CLR6621 003 revealed that the data provide adequate support for these documents. However, there are some areas that might be improved upon. Likewise, POI G3ALR66130 003 and POI G3OLR6621 003 are being supported by the OSR data, but may need some minor adjustments.

8 *Job Satisfaction*: Overal , officers and enlisted personnel involved with logistics plans and programs were fairly satisfied. As for career plans and intentions, most of the personnel plan to stay in the Air Force and retire. As a whole, all personnel expressed interest in their job and are moderately satisfied with their work accomplishment. They also feel that their talents and training are being moderately utilized. However, out of the choices given in the job inventory, most members felt the most unfavorable aspect about being in logistics is they do not have enough authority to carry out their responsibilities. As for career progression, most members rate the opportunity for advancement to be very poor to fair.

9 *Implications*: The OSR validated the decision to delete manpower and facilities functions from the current AFR 39-1 as primary duties of the enlisted career field. However, budgeting functions are still being performed by a small number of Financial Management NCOs. Further analysis of AFR 36-1 and 39-1 indicates that slight changes may be in order, especially with AFR 36-1 and the grade spread associated with each DAFSC. The OSR analysis also revealed that, due to increased computer automation responsibilities, the number of COMPES operators has increased from 8 percent to 10 percent. The CTS, STS. and POIs for respective logistics personnel seem to be supported by the OSR data. However, slight changes may be warranted.

OCCUPATIONAL SURVEY REPORT
LOGISTICS PLANS AND PROGRAMS PERSONNEL
AFSCs 66XX AND 661X0

INTRODUCTION

This report summarizes the occupational survey results of the Logistics Plans and Programs Personnel, it includes related work performed by AFS 66XX and 661X0 officers and enlisted members. The Chief, Logistics Plans Division, DCS/Logistics & Engineering, requested the survey due to increased automation responsibilities; deletion of manpower, facilities, and budget duties; and the development of Air Force manpower standards for logistics plans and programs work centers. Increased automation has resulted from various contingency operations/mobility planning and execution system (COMPES) enhancements and upgrades and further developments in automated data processing. Manning and training improvements resulted from the previous OSR, and there is some necessity for more improvements based on the new OSR findings.

Historical Background

The present Logistics Plans and Programs utilization field has its origins dating back to May 1956 when the Production Procurement (AFS 6525) and Purchasing and Contracting (AFS 6444) specialties merged to form the 66XX utilization field. By September 1962, Procurement had separated into its own utilization field, leaving Logistics Plans and Programs (AFS 6624) by itself. In September 1964, the Logistics Staff Officer (AFS 6616) was created as a senior level AFSC for Logistics officers.

The Logistics Plans specialty (AFSC 661X0) was created in April 1976 to draw together the logistics planning functions of supply, transportation, and maintenance, thus improving overall efficiency of operations planning. This specialty was formed as a lateral career ladder open only to those with prior experience in one of the aforementioned component fields. In October 1978, a Chief Enlisted Manager (CEM) code (AFSC 66100) was created as Logistics Program Manager. In 1983, the career ladder became open to anyone with logistics-related career experience.

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Training Background

In the 66XX utilization field, Course G30LR6621 002, Logistics Plans and Programs Officer, is the only ATC officer technical training offered. This course lasts for approximately 5 weeks. The Logisticians are trained in the duties and responsibilities of retail-level logistics at Lowry AFB CO Instruction in the area of wholesale logistics is obtained from several courses through the Air Force Institute of Technology at Wright-Patterson AFB OH. Ranging from 5 to 20 weeks in length, these courses are taken prior to assignment in a specific wholesale area or whenever feasible. In the AFSC 661X0 career ladder, Course G3ALR66130 004, Apprentice Logistics Plans Specialist, is a 19-day course also taught at Lowry AFB CO. This 3-level course trains future logistics planners in programming, planning, mobility, and COMPES functions.

CURRENT SPECIALTY DESCRIPTIONS

Logistics Plans and Programs Officer (6621 and 6624) manages and controls logistics plans and programs at the corporate, wholesale, and retail levels that encompass the logistics functional areas of supply, transportation, engineering and services, and contracting. Manages systems, subsystems, or equipment throughout the life cycle, to include integrated logistics support activities during the acquisition phase, mobility, war reserve material management (WRM), support agreements, and contingency planning during the operational life of the system. Grade spread is captain through major.

Logistics Plans and Programs Staff Officer (6611 and 6616) formulates and administers plans and programs at the corporate, wholesale, and retail levels that encompass the logistics functional areas of supply, transportation, engineering and services, and contracting. Plans for and manages systems, subsystems, or equipment throughout the life cycle, to include integrated logistics support activities during the acquisition phase, mobility, WRM management, support agreements, and contingency planning during the operational life of the system. Grade spread is major though colonel.

Logistics Plans Specialist (66110, 66130, and 66150) performs, evaluates, monitors, and inspects logistics plans and programs activities, including logistics plans, specialized logistics programs, WRM programs, support agreements, and mobility plans.

Logistics Plans Technician (66170) develops, evaluates, monitors, and supervises logistics plans and programs activities, including logistics plans, specialized logistics programs, WRM material programs, support agreements, and mobility plans.

Logistics Plans Superintendent (66190 and 66100) superintends development, evaluations, planning, and documentation of all logistics plans functions and activities. Plans, organizes, and manages logistics plans activities. Directs logistics plans activities. Inspects and evaluates logistics plans functions. Provides technical logistics plans support.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was "Logistics Plans and Programs Officer and Enlisted Personnel USAF Job Inventory, AFPT 90-66X-954," dated April 1992 The inventory consisted of two main sections:

1) Respondents' biographical and current job information section

2) A detailed list of tasks performed at all organizational levels

The task list was prepared after reviewing the two previous job inventories, the logistics publications, and all pertinent directives. The list was further developed by selected subject-matter experts (SMEs) at the following locations:

Location	Organization Visited
Lowry AFB	3400 TCHTW 3440 TCHTG
Offutt AFB	HQ SAC 55 SRW
Andrews AFB	89th AW 89th LSS 113 TFW
Langley AFB	HQ TAC 1 LSS
Scott AFB	HQ MAC USTRANSCOM 375th AW

Wright-Patterson AFB	HQ AFLC ASD AFIT 2750 LS
Hurlburt Field	HQ AFSOC 1 SOW 823rd 834th
Robins AFB	HQ AFRES 5 CCGP 4400th
Shaw AFB	9 AF 363 FW 682 ASOC 507 ACW
Charleston AFB	437 AW 315 MAW

The resulting job inventory contained a comprehensive listing of 1,539 tasks grouped under 19 duties.

Table 1 provides a list of the duty titles used in the job inventory.

Survey Sample

During April through October 1992, 1,690 Logistics Plans and Programs Job Inventories (JI) were administered in an effort to capture all eligible Logistics Plans and Programs Personnel. In total, 1,013 JIs were returned and analyzed; this represents 60 percent of the 1992 eligible population. Table 2 shows sample representation by MAJCOMs. Sample is representative of the original population.

Survey Administration

USAF Job Inventory Booklets. All individuals who filled out an inventory completed an identification and biographical section. Next, they went through the booklet and checked each task performed in their current job. Finally, they went back and rated each task they checked on a 9-point scale reflecting relative time spent on each task compared to all other tasks. Ratings range from "1" which indicated very small amount of time spent to "9," which indicated a very

TABLE 1

SELECTED LOGISTICS PLANS AND PROGRAMS
DUTY TITLES

A. Performing Command, Management, and Staffing Functions
B. Performing Administrative and Supply Functions
C. Performing Inspection and Evaluating Functions
D. Performing Training Management Functions
E Performing Manpower and Authorization Functions
F Performing Facilities Management Functions
G. Performing Financial Management Functions
H. Performing Acquisition Management Functions
I. Performing Security Assistance Management Functions
J. Performing Weapon Systems Support Functions
K. Performing Support Agreement Functions
L. Performing Contingency Planning Functions
M. Performing Exercise Planning Functions
N. Performing Mobility Functions
O. Performing Employment Functions
P. Performing War Reserve Material (WRM) Functions
Q. Performing Automatic Data Processing (ADP) Functions
R Performing Contingency Operations/Mobility Planning and Execution System (COMPES) Functions
S. Performing Mobility Control Center (MCC) or Logistics Readiness Center (LRC) Functions

TABLE 2

DISTRIBUTION OF MAJCOMs BY SURVEY SAMPLE

	661X0		66XX	
MAJCOM	PERCENT OF ASSIGNED (N=903)	PERCENT OF SAMPLE (N=544)	PERCENT OF ASSIGNED (N=996)	PERCENT OF SAMPLE (N=469)
MAC	13	11	8	7
SAC	18	14	8	6
TAC	25	21	13	12
USAFE	16	18	8	6
PACAF	10	12	5	6
AFLC	2	1	21	19
AFSC	2	2	7	8
ATC	3	3	5	4
SOC	3	2	1	0
SPACECOM	2	3	3	3
Other	6	13	21	29

large amount of time spent. The relative percent time spent on tasks for each inventory was captured by first totaling all rating values on the inventory. The rating for each task was then divided by this total and the result multiplied by 100. The percent time spent ratings from all inventories were combined and used with percent members performing to describe the various groups in the career utilization field.

Training Emphasis (TE) Booklets TE booklets were completed by 67 experienced 66XX officers in the grade of major and 84 experienced 661X0 NCOs in the grades of technical sergeant and master sergeant. Individuals completing the TE booklets were also asked to rate tasks on a 9-point scale (from "1" no training is required to "9" extremely high amount of training needed). The TE rating is a relative comparison of which tasks require structured training of new logistics personnel (first 48 months in the career field). "Structured" training is defined as training provided at training schools, field training detachments, mobile training teams, formal OJT, or any other organized training method. For this survey, the officer responses indicate an average (mean) TE of .85; however, some tasks are as high as 4.09. Similarly, the NCO responses indicate an average (mean) TE of 1.18; however, some tasks are as high as 6.37.

Task Difficulty (TD) Booklets. To complete the TD booklet, a total of 87 technical sergeants and master sergeants rated each task in the inventory with which they were familiar on a 9-point scale, extremely low relative difficulty (a rating of 1) to an extremely high relative difficulty (a rating of 9) TD refers to the length of time required for the average job incumbent to learn to perform that task satisfactorily. The data had an interrater reliability (as assessed through components of variance of standardized group means) of .96. This figure indicates high agreement among raters. The TD ratings were adjusted to give a rating of 5.00 to a task of average difficulty, with a standard deviation of 1.00. The data are then used to rank order the tasks in the job inventory in descending values of rated TD. When used in conjunction with other information, such as percent members performing and TE, TD ratings can provide insight into training requirements. Such insight may help validate lengthening or shortening portions of instruction to fill the actual required needs of the employers of tech school graduates

SPECIALTY JOBS

Job Clustering Process

Once the job inventories and the task factor booklets were received from the field, a very powerful computer program written to analyze occupational input data called the Comprehensive Occupational Data Analysis Program (CODAP) created a job description for each respondent as well as composite job descriptions for members of various demographic groups.

For the purpose of organizing individual jobs into similar units of work, CODAP used an automated job clustering process. The basic identified group in this hierarchical process is referred to as a "Job." If this job has distinguishing characteristics that are unrelated to other jobs, it is referred to as an "Independent Job." When there is a substantial degree of similarity between jobs, they are grouped together and identified as a "Job Cluster." The resulting data may be used to evaluate the accuracy of career documents (e.g., AFR 36-1 and AFR 39-1) and to gain a better understanding of current personnel utilization and training applications.

Overview of Specialty Jobs

There are 16 logistics plans and programs jobs that were identified; 3 of these jobs are found under the Logistics Staff Personnel job cluster, and another 3 of these jobs are found under the Wholesale Logistics Personnel job cluster. This represents 60 percent of the logistics plans and programs survey. The majority of the respondents spend their duty time performing tasks associated with Command, Management, and Staffing Functions (22 percent); Performing Mobility Functions (14 percent); Performing Administrative and Supply Functions (10 percent); Performing Contingency Planning Functions (7 percent); Performing War Reserve Material (WRM) Management Functions (6 percent); and Performing Mobility Control Center (MCC) or Logistics Readiness Control (LRC) Functions (6 percent).

Figure 1 shows the personnel percentage distribution among the identified clusters and independent jobs. The titles chosen may not directly equate to primary duty areas or reflect any presently offered logistics plans and program job titles. Each title does, however, describe what the incumbents actually do in their assigned positions.

Job Descriptions

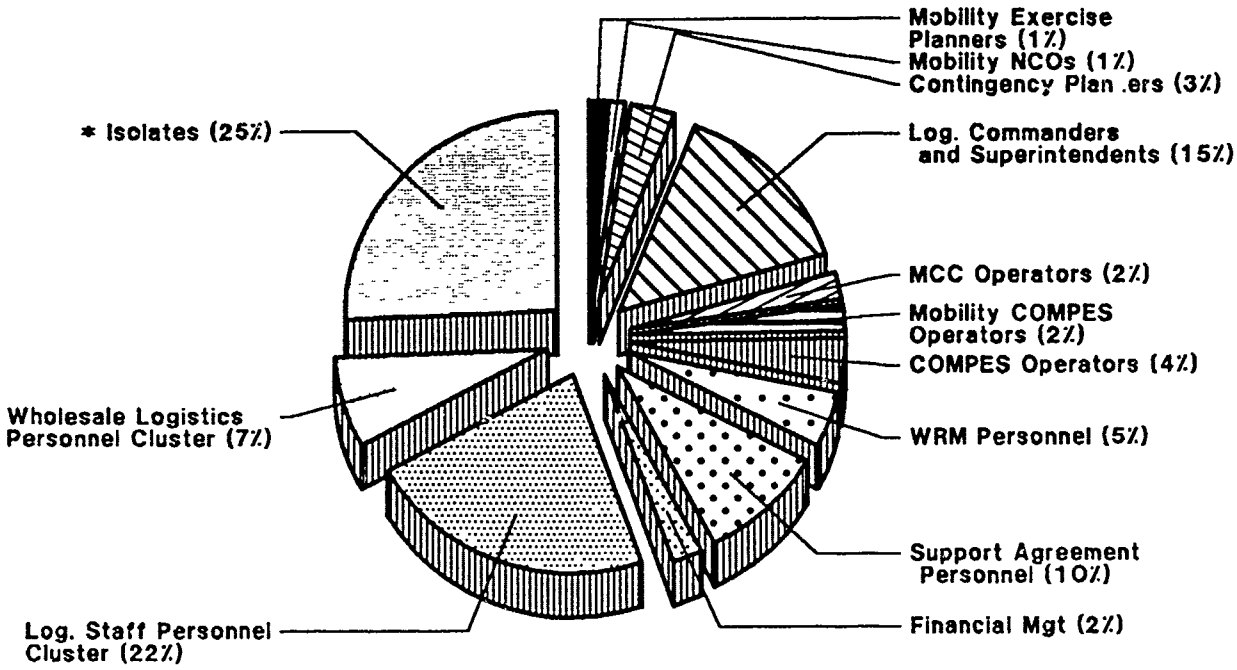
The following paragraphs offer a brief description of the 16 specialty jobs: 10 independent jobs are listed plus 6 other jobs that are grouped within 2 job clusters. First, a list of the duties where the incumbents spend the majority of their duty time is presented. Then a list of typical tasks in these duty headings and pertinent background information is discussed to differentiate between all the other jobs Appendix A presents a detailed list of independent jobs and jobs identified in each cluster, Appendix B presents background information for each cluster and independent job; Appendix C outlines the tasks performed by each cluster and independent job Appendix D outlines the representative tasks performed by each officer and enlisted rank.

I. MOBILITY EXERCISE PLANNERS (N=13). This is a small independent job consisting of members whose efforts are highly concentrated in conducting exercise functions. Their duty time is spent performing tasks in the following duties: Performing Mobility Functions (31 percent); Performing Command, Management, and Staffing Functions (13 percent); Performing Contingency Planning Functions (12 percent); and Performing MCC or LRC Functions (10 percent). Between 90 to 100 percent of the members perform the following differentiating tasks:

AFSCs 66XX/661XO

CAREER LADDER STRUCTURE

(N= 1013)



* DENOTES INDIVIDUALS WHO DID NOT GROUP IN ANY MAJOR JOB

FIGURE 1

Coordinate exercise or deployment contingency plans or requirements with local units
Monitor mobility progress on MCC status boards
Arrange exercise logistics support, such as facilities, transportation, and supply
Coordinate support, such as billeting, for deployments or exercises with base agencies
Coordinate marshalling of cargo for deployments or exercises

Mobility Exercise Planners consist of four officers and nine enlisted personnel; both perform similar tasks and duties. Incumbents predominately work in SAC (54 percent), USAFE (23 percent), and TAC (15 percent), with the majority of these members located at wing level (69 percent). Sixty-two percent of these incumbents are dissatisfied with the sense of accomplishment from their work and feel the communication flow between different logistics areas is poor. These members performed the fewest average numbers of tasks (110). Besides exercise planning, these incumbents also have extensive experience in contingency planning (85 percent) and mobility (92 percent). The grade spread ranged from second to first lieutenant and technical sergeant to senior master sergeant.

II. MOBILITY NCO (N=12). This small independent job represents members whose efforts are highly concentrated in performing mobility functions. Their duty time is spent performing tasks in the following duties: Performing Mobility Functions (37 percent); Performing Command, Management, and Staffing Functions (16 percent); and Performing Administrative and Supply Functions (12 percent). Between 65 to 100 percent of the NCOs perform the following differentiating tasks:

Operate microcomputer terminals which are not CAMS or COMPES terminals
Prepare mobility or deployment folders
Coordinate assignments of personnel to fill mobility positions
Prepare DD Forms 1387-2 (Request for Hazardous Cargo Handling)
Coordinate hazardous cargo handling forms (DD Form 1387-2)

Thirty-three percent of the incumbents work in TAC, while 25 percent work in PACAF and 17 percent work in Special Ops command. Most mobility NCOs (83 percent) work at the squadron level. Ninety-two percent of these members do not have any supervisory duties and perform the second lowest average number of total tasks (115). Of all the jobs that were identified, mobility NCOs had the highest percentage (92 percent) of members who found their job interesting. In addition, 92 percent of these incumbents felt they would stay in the AFSC until

retirement However, 92 percent of these members also felt their rank was too low compared to their responsibilities In this same regard, 67 percent of the incumbents also felt that their rank occasionally caused problems that affected their performance of their duties. Thirty-three percent of the mobility NCOs have completed LOG199, Introduction to Logistics. Besides having experience with mobility, these incumbents also possess extensive experience in training management (67 percent) and inspection and evaluation (33 percent). The grade spread extended from sergeant through master sergeant.

III. CONTINGENCY PLANNERS (N=34). This independent job represents about 3 percent of the total survey. Members spend their duty time performing tasks in the following duties: Performing Command, Management, and Staffing Functions (27 percent), Performing Contingency Planning Functions (16 percent); Performing Mobility Functions (12 percent), and Performing Exercise Planning Functions (9 percent). Between 68 and 80 percent of these members perform the following differentiating tasks:

Safeguard classified documents
Write inputs to programming plans (P-Plans) and operational plans (O-Plans)
Consolidate logistics inputs to war or contingency plans
Maintain contingency plans
Request logistics inputs from functional areas, such as supply or transportation

The majority of the personnel are enlisted (62 percent); all members perform similar tasks, duties, and jobs. Approximately a third of the members (32 percent) are located in USAFE, while 26 percent are in PACAF and 12 percent are in TAC. Most of these members work at the wing (38 percent) or squadron (26 percent) level. Sixty-eight percent of the contingency planners are located outside the continental U.S. Fifty percent of the incumbents feel the communication flow between different logistics areas is poor. Over a third of the members (38 percent) have completed LOG 299, Combat Logistics, and 32 percent have completed Contingency Wartime Planning (CWP). Besides experience with contingency planning, most incumbents have extensive experience with exercise planning (91 percent). The grade spread ranged from captain through major and technical sergeant to chief master sergeant.

IV. LOGISTICS COMMANDERS AND SUPERINTENDENTS (N=148). This job represents 15 percent of the entire survey. Deputy commanders, assistant superintendents, OICs, and NCOICs are also included in this job. Incumbents' duty time is spent performing tasks in the following duty areas: Performing Command, Management, and Staffing Functions (30 percent), Performing Mobility Functions (18 percent); Performing MCC or LRC Functions (7 percent); Performing Inspections and Evaluating Functions (7 percent); and Performing Contingency Planning Functions (7 percent). Members of this group perform the following differentiating tasks:

Direct mobility control center (MCC) during exercises or deployments
Coordinate manning of MCCs or LRCs
Prepare mobility concept briefing
Establish mobility control centers
Supervise Logistics Plans Specialists (DAFSC 66150)
Review mobility policies and directives

There are 91 officers and 57 enlisted personnel in this group. They are primarily spread among TAC (23 percent), USAFE (16 percent), SAC (15 percent), MAC (11 percent), and PACAF (11 percent). Most incumbents are located at the wing (49 percent), group (13 percent), and squadron level (28 percent). They also supervise the highest average number of people (five). These members perform the highest average number of tasks (254) of all the jobs that were identified in the survey. Twenty-five percent of these personnel have completed LOG 299, Combat Logistics. Most incumbents have experience in mobility (93 percent), exercise planning (83 percent), WRM management (79 percent), support agreements (78 percent), contingency planning (74 percent), and inspection and evaluation (34 percent). The grade spread ranged from second lieutenant through lieutenant colonel and technical sergeant through chief master sergeant

V. MOBILITY CONTROL CENTER OPERATORS (N=22). This small independent job represents members whose efforts are highly concentrated in performing mobility control center operations. Members spent their duty time performing the following duties: Performing Mobility Functions (34 percent); Performing Mobility Control Center or Logistics Readiness Center Functions (15 percent); and Performing Command, Management, and Staffing Functions (13 percent). The following list represents differentiating tasks performed by these members:

Write base mobility schedule of events
Write base mobility plans or base supplement to AF Regulation (28-4)
Coordinate mobility plans with mobility staff personnel
Distribute base mobility plans or base supplements to AF Regulation (28-4)
Prepare mobility concept briefings

This job is primarily composed of enlisted members; all members perform similar tasks, duties, and jobs. Most members (32 percent) are in ATC, while 9 percent are in SAC, TAC, PACAF, USAFE, AFSPACECOM, and AF ELEM Other. Thirty-two percent of the incumbents work at the wing and squadron levels, and 23 percent are found at the group level. Most of these

personnel have extensive experience in mobility (100 percent) and exercise planning (82 percent). The grade spread of incumbents ranged from second lieutenant through captain and sergeant through master sergeant.

VI. MOBILITY COMPES OPERATORS (N=22). This independent job represents 2 percent of the survey. Members spend their time performing the following duties. Performing Mobility Functions (27 percent); Performing COMPES Functions (14 percent); Performing Command, Management, and Staffing Functions (11 percent); Performing MCC or LRC Functions (11 percent); and Performing Contingency Planning Functions (11 percent). Differentiating tasks performed by these members include:

Prepare packing and load lists
Update equipment lists for COMPES
Develop nonstandard UTCs from standard UTCs for local use
Develop equipment lists for COMPES
Implement procedures for operating COMPES
Develop vehicle or equipment requirements for exercises or deployments

All enlisted members compose this group. Twenty-seven percent of these members are in TAC, 23 percent are in SAC, and 9 percent are in Special Ops, PACAF, MAC, and USAFE. Half of the incumbents work at wing level, and 32 percent work at the squadron level. All of these personnel have experience in mobility, while 77 percent and 41 percent have experience in support agreements and training management, respectively. The grade spread is sergeant through master sergeant.

VII. COMPES OPERATORS (N=36). This independent job represents 3 percent of the survey, and all are NCOs. Incumbents spend their duty time performing the following duties: Performing COMPES Functions (30 percent); Performing Mobility Functions (14 percent), and Performing Command, Management, and Staffing Functions (14 percent). They perform the following differentiating tasks:

Maintain copies of LOGFOR and LOGPLAN
Prepare packing and load lists
Update equipment lists for COMPES
Upload UTCs in active files
Develop equipment lists for COMPES
Develop nonstandard UTCs from standard UTCs for local use

Distribute COMPES equipment and personnel management products
Coordinate LOGFOR and LOGPLAN with COMPES personnel
Conduct COMPES training (LOGMOD-B, LOGMOD-M, and LOG-FAC)

Forty-two percent of the incumbents are in TAC, 17 percent are in SAC, and 11 percent are in MAC. Sixty-four percent of the members work at the wing level, and 33 percent work at the squadron level. The COMPES operators perform the third lowest average number of total tasks (77). All of these personnel were trained at the tech school. The grade spread ranged from sergeant through master sergeant.

VIII. WRM PERSONNEL (N=46). This independent job consists of members whose efforts are highly concentrated in war reserve materiel (WRM) functions These members perform the following duties: Performing WRM Functions (37 percent), and Performing Command, Management, and Staffing Functions (19 percent). They spend 90-100 percent of their duty time performing the following differentiating tasks:

Conduct surveillance visits of WRM locations
Conduct follow-up of WRM review board findings
Coordinate status of WRM assets with WRM personnel
Review WPARRs
Analyze WRM reports, such as war consumables report
Review WCDOs

This group consists mainly of NCOs; all perform the same types of tasks, duties, and jobs Most members are assigned to USAFE (41 percent), TAC (17 percent), SAC (13 percent), PACAF (11 percent), and MAC (11 percent). Fifty-nine percent of the personnel work at the wing level, 13 percent at the group level, and 24 percent at the squadron level. Sixty-one percent of the incumbents are located outside the continental U.S. One-third of the WRM personnel have completed LOG 299, Combat Logistics, and 28 percent of the members have completed Contingency Wartime Planning. Lieutenants and technical sergeants through senior master sergeants comprise this group.

IX. SUPPORT AGREEMENT PERSONNEL (N=98). This job represents 10 percent of the survey. These incumbents perform the majority of their tasks in the following areas. Performing Support Agreement Functions (49 percent), and Performing Command, Management, and Staffing Functions (15 percent). On the average, 95 percent of the members spend their duty time performing the following differentiating tasks:

Maintain support agreements
Coordinate support agreements with supplier (host) and receiver (tenant) approving authorities
Coordinate support agreements with supplier (host) and receiver (tenant) comptroller functions
Initiate review of support agreements
Review host-tenant support agreements
Negotiate host-tenant support agreements

Members of this cluster were primarily NCOs. Twenty percent of this group work in TAC, 19 percent belonged to SAC, 18 percent belonged to USAFE, and 10 percent were in MAC. Fifty-two percent of the members work at wing level, while 13 percent are at group level and 23 percent are at squadron level. Besides experience in support agreements, 91 percent of these personnel have experience in mobility. The grade spread included first lieutenants and sergeants through senior master sergeants.

X. FINANCIAL MANAGEMENT PERSONNEL (N=23). This job represents 2 percent of the survey. Their duty time is spent performing tasks under the following duty titles: Performing Financial Management Functions (41 percent), and Performing Command, Management, and Staffing Functions (25 percent). Within these duty areas the differentiating tasks include.

Allocate or distribute funds
Analyze budget requirements
Prepare unfunded requirements
Verify availability of funds for budgets
Identify unfunded requirements

This job included 11 officers and 12 NCOs; all perform similar tasks, duties, and jobs. The majority of these members are in USAFE (22 percent), with 13 percent in MAC. Twenty-six percent of the incumbents work at the wing and group level, with 15 percent working in joint service assignments. Sixty-one percent of this group felt their job did not utilize their training. However, 83 percent of these personnel would stay in the Air Force and retire with 20 years or more of TAFMS. Of all jobs that were identified, these members spend the most time performing additional duties. Specifically, 52 percent of this group spend more than 30 percent of their duty time performing additional duties. Seventy percent of the incumbents also have experience in support agreements. Most of these members' grades ranged from second lieutenant through major and technical sergeant through senior master sergeant. The identification of this job may cast some doubt on the decision to delete budgeting functions from AFR 39-1. This issue may want to be reexamined.

JOB CLUSTER LOGISTICS STAFF PERSONNEL (N=224). The members of this cluster represent the largest number of incumbents (22 percent) performing similar duties and tasks They spend 70 percent of their duty time performing the following duties Performing Command, Management, and Staffing Functions (54 percent), Performing Contingency Planning Functions (7 percent), and Performing Administrative and Supply Functions (6 percent) The three jobs identified in this cluster include:

Logistics Staff Officers
Contingency Staff Managers
Logistics Division and Branch Chiefs

XI. LOGISTICS STAFF OFFICERS (N=22) This small independent job consists of Logistics Staff Officers comprised mainly of captains and majors They spend their duty time performing the following duties. Performing Command, Management, and Staffing Functions (80 percent); Performing Administrative and Supply Functions (5 percent); and Performing Contingency Planning Functions (3 percent). The Logistics Staff Officers perform the following differentiating tasks:

Participate in logistics-related meetings, conferences, or working groups
Write messages or letters
Write background papers, point papers, or talking papers
Compile information for staff studies, staff summary sheets, or position papers
Prepare briefings or presentations
Conduct briefings or presentations
Write trip reports

The majority of these incumbents are in AFLC (27 percent), while 9 percent are in USAFE, AFSC, MAC, TAC, and other. Thirty-two percent work at the MAJCOM level, 15 percent work in a numbered Air Force and joint service, and 11 percent work at the wing level. Logistics Staff Officers performed the second least average amount of tasks (32). Seventy-two percent of the members have had experience with mobility, and 29 percent have had experience with contingency wartime planning (CWP). Incumbents hold the grade of captain, major, and lieutenant colonel.

XII CONTINGENCY STAFF MANAGERS (N=33). This independent job comprises 3 percent of the survey. Members spend their duty time performing the following duties: Performing Command, Management, and Staffing Functions (36 percent); Performing Contingency Planning Functions (22 percent); and Performing Administrative and Supply Functions (7 percent). The following differentiating tasks are performed by these job incumbents.

Review joint operations planning execution system (JOPES) output products
Write inputs to regulations, directives, manuals, or supplements
Coordinate logistics policies or procedures with HQ Staff, DOD agencies, or other services
Participate in logistics planning conferences
Review inputs to TPFDL or TPFDD

The job composite includes 19 officers and 14 NCOs. All members perform similar tasks and duties. Their jobs are mainly located in AFLC (27 percent) at the MAJCOM level (32 percent) In addition, 18 percent of the incumbents work at separate operating agencies and at joint services, while 11 percent work at the wing level. Logistics Staff Officers performed the least average amount of tasks (32) of all the jobs identified. Thirty-six percent of this group have had contingency wartime planning experience. The grade spread ranged from captain through lieutenant colonel and master sergeant through chief master sergeant.

XIII. LOGISTICS DIVISION AND BRANCH CHIEFS (N=43) This independent job consists of 5 percent of the entire survey. Incumbents spend their duty time performing tasks under the following duty titles: Performing Command, Management, and Staffing Functions (71 percent), Performing Financial Management Functions (4 percent), and Performing Contingency Management Functions (4 percent). The differentiating tasks include:

Approve or disapprove correspondence, such as letters or messages
Approve or disapprove point, position, or talking papers
Direct work assignments or workloads
Conduct cross-staff coordination
Approve or disapprove inputs to directive, regulations, or manuals
Approve or disapprove duty schedules

This job consists of 39 officers and 4 NCOs, both perform the same types of tasks and duties. Twenty-eight percent of this group work in AFLC, and 14 percent are in USAFE Thirty-five percent of these members are at the MAJCOM level, 19 percent at the numbered Air Force level, and 12 percent at the wing level. Logistics Division and Branch Chiefs supervise an average of five people. They also have the highest average time in career field (102 months) and the highest TAFMS (205 months) Seventy-four percent of these members have experience in exercise planning, 30 percent have completed Contingency Wartime planning, and 26 percent of these incumbents have completed LOG 299, Combat Logistics, or Security Assistance Management. The grade spread consists of captains, majors, lieutenant colonels, senior master sergeants, and chief master sergeants.

JOB CLUSTER: WHOLESALE LOGISTICS PERSONNEL (N=75). The members of this cluster represent 7 percent of the survey. They perform similar duties and tasks. As a whole, 92 percent of wholesale logistics personnel find their job interesting. They spend 75 percent of their duty time performing the following duties: Performing Acquisition Management Functions (49 percent); Performing Command, Management, and Staffing Functions (28 percent); and Performing Weapon System Support Functions (8 percent). The three jobs identified in this cluster include:

Acquisition Directors
Program Managers
Acquisition Staff Officers

XIV. ACQUISITION DIRECTORS (N=10). This is the smallest job identified in the survey. The incumbents spend their duty time performing the following duties: Performing Command, Management, and Staffing Functions (39 percent), Performing Acquisition Management Functions (22 percent); Performing Financial Management Functions (12 percent), and Performing Weapon System Support Functions (9 percent). They perform the following differentiating tasks:

Supervise civilians
Participate in program management reviews
Develop methods of management feedback or control
Allocate or designate use of equipment or supplies

The incumbents in this job are all officers; all perform the same types of tasks, duties, and jobs. Forty percent of the Acquisition Directors are in AFLC; 30 percent are at AFMC Twenty percent work at the wing level. These members performed the second highest average number of tasks (199). They also have the second highest average for TAFMS (204 months). All of the

incumbents in this group plan to stay in the Air Force and retire with benefits. All of these members feel their previous logistics experience has been useful from a moderate to a very large extent. The grade spread ranged from captain to lieutenant colonel.

XV. PROGRAM MANAGERS (N=35). This job represents 3 percent of the survey Members spend their duty time performing the following duties: Performing Acquisition Management Functions (52 percent), Performing Command, Management, and Staffing Functions (25 percent); Performing Weapon System Support Functions (10 percent), and Performing Financial Management Functions (5 percent). Members perform the following differentiating tasks:

Coordinate deliveries of logistics items, such as tech orders, spare parts, or support equipment, with other units
Coordinate user requirements with contractors
Advise organizations on status of integrated logistics support (ILS) programs
Coordinate milestone slippages and corrections with contractors

This job consists of 30 officers and 5 NCOs; all members perform the same type of tasks, duties, and jobs. They are mainly concentrated at AFLC (46 percent) and AFSC (29 percent) at the MAJCOM (29 percent), Detachment (17 percent), and Numbered Air Force level (14 percent). These personnel perform the third highest average number of tasks (186). The grade spread mainly included captains and majors and technical sergeants through chief master sergeants.

XVI. ACQUISITION STAFF OFFICERS (N=23). This job represents approximately 2 percent of the survey. They spend their duty time Performing Acquisition Management Functions (58 percent); Performing Command, Management, and [illegible]ing Functions (28 percent), Performing Weapon System Support Functions (6 percent); and Performing Financial Management Functions (4 percent). Differentiating tasks performed by these incumbents include.

Evaluate engineering change proposals (ECPs), ECRs, or specification change notices (SCNs)
Review ECPs
Coordinate acquisition matters with contractors
Coordinate modifications with users
Evaluate contractor cost or schedule data

The incumbents in this job are all officers; all perform similar tasks, duties, and jobs. All of the Acquisition Staff Officers are in the CONUS and work in AFLC (43 percent), AFSC (43 percent), and AFMC (13 percent), with 17 percent working at either the MAJCOM, Numbered Air Force, or wing level These members performed the second lowest average number of tasks (68) The grade spread ranged from first lieutenant through major.

COMPARISON OF CURRENT JOB SPECIALTIES TO PREVIOUS OCCUPATIONAL SURVEY REPORTS

The results of the specialty job analysis were compared to the previous Logistics Plans Specialty OSR, dated March 1987. These results are in Table 3. Due to the lack of job definitive task data from the previous Logistics Plans and Programs OSR, dated April 1985, a comparison was not made to the new OSR data. Some differences exist in the identified job specialties that can be attributed to some modifications in the task list and analysis approach.

The current analysis of Logistics Plans OSR clusters and independent jobs accounts for 75 percent of the total sample.

ANALYSIS OF DUTY AFSC

An examination of DAFSC groups, along with the analysis of identified jobs, is an important part of each occupational analysis. The DAFSC analysis reveals similarities and differences among various levels based on tasks they performed and the relative time spent on particular duties. The information is used to assess the accuracy and how well the utilization and career field documents (AFR 36-1 and AFR 39-1, respectively) reflect what career ladder personnel are actually doing in the field

The distribution of 66XX officer and 661X0 enlisted DAFSC groups across the duty titles is presented in Appendix E (relative time spent in each duty) The detailed list of tasks performed by each DAFSC is provided in Appendix F. The distribution of DAFSC groups among the 16 identified logistics plans and programs jobs and 2 job clusters is also presented in Appendix G

DAFSC 662X. As the officer entry-level DAFSC, the 241 personnel in this group devote the majority of their duty time to Performing Command, Management and Staffing Functions (33 percent), Performing Acquisition Management Functions (14 percent), and Performing Mobility Functions (10 percent). The average number of tasks performed by 662X officers is 127. The majority of the 662X officers were logistics commanders (22 percent). Some of the officers enter the utilization field after serving in a previous DAFSC; this is reflected by the 662X rank distribution which includes second lieutenants (19 percent), first lieutenants (20 percent), captains

TABLE 3

COMPARISON OF IDENTIFIED CLUSTERS AND INDEPENDENT JOBS
PREVIOUS 661X0 OSR VS CURRENT 661X0 OSR

661X0 OSR 1987 Analysis	66XX/661X0 1993 Analysis
COMPES Specialists	Mobility COMPES Operators COMPES Operators
WRM Personnel Cluster A. WRM Quality Control Personnel B. Agreements Coordinators C. WRM Financial Mgt Personnel D. WRM Program Managers E. Evaluators	WRM Personnel
Support Agreement NCOs	Support Agreement Personnel
Financial Management Personnel Cluster A. Manpower & Facilities Financial Mgt Specialists B. Mobility Budget NCOs C. Financial Resource Advisors	Financial Management Personnel
Mobility Personnel Cluster A. Staff Level Mobility Personnel B. Flightline Mobility Personnel C. Mobility Planners D. Mobility Control Personnel E. Contingency/Exercise Plans NCO	 Logistics Commanders & Supt. Mobility NCO Mobility Exercise Planners MCC Operators Contingency Planners
ATC Logistics Plan Instructors	Not Identified
Functional System Analysts	Not Identified
MAJCOM Functional Managers	Not Identified

TABLE 3 (CONTINUED)

COMPARISON OF IDENTIFIED CLUSTERS AND INDEPENDENT JOBS
PREVIOUS 661X0 OSR VS CURRENT 661X0 OSR

661X0 OSR 1987 Analysis	66XX/661X0 1993 Analysis
Manpower & Authorizations Personnel Cluster A. Maintenance Manning Managers B. Manpower and Facilities Mgt Personnel C. Manpower and Authorizations NCOs D. Tactical Manpower Resources	Not Identified
Facilities Managers	Not Identified
Not Identified	Logistics Staff Personnel Cluster A. Logistics Staff Officers B. Contingency Staff Managers C. Logistics Division and Branch Chiefs
Not Identified	Wholesale Logistics Personnel Cluster A. Acquisition Directors B. Program Managers C. Acquisition Staff Officers

(53 percent), and majors (8 percent) The duty description written in AFR 36-1 is accurate, however, the grade spread indicates captains and majors should occupy this DAFSC, but in reality, 39 percent of these personnel are lieutenants

DAFSC 661X. This upgraded DAFSC group performs an average of 118 tasks. The 228 officers in this group spend 76 percent of their duty time Performing Command, Management, and Staffing Functions (48 percent), Performing Acquisition Management Functions (8 percent), Performing Inspection and Evaluation Functions (5 percent), Performing Financial Management Functions (5 percent), Performing Contingency Planning Functions (5 percent), and Performing Mobility Functions (5 percent). The majority (13 percent) of the officers work in command jobs, while 10 percent are Logistics Division and Branch Chiefs The rank includes captains (20 percent), majors (52 percent), and lieutenant colonels (22 percent) This indicates the majority of the 662Xs are upgrading into the 661X DAFSC. The duty description written in AFR 36-1 is accurate, however, 20 percent of these personnel are captains.

In regard to AFR 39-1, manpower, facilities, and budget functions have been deleted as a primary duty of the enlisted career field. However, the OSR revealed that some budgeting functions are still being performed by Financial Management personnel (see SPECIALTY JOB DESCRIPTIONS section)

DAFSC 66130/66150. The analysis indicates there are 185 members in this group performing an average of 98 tasks. They spend 75 percent of their duty time Performing Mobility Functions (16 percent); Performing Command, Management, and Staffing Functions (14 percent), Performing Support Agreement Functions (13 percent); Performing Administrative and Supply Functions (10 percent); Performing COMPES Functions (8 percent); Performing Contingency Planning Functions (7 percent), and Performing MCC or LRC Functions (7 percent). Nearly one-quarter of the members (22 percent) work in Support Agreements, while 17 percent work as a form of COMPES Operator The grade spread of DAFSCs 66130/66150 includes sergeants (34 percent), staff sergeants (58 percent), and technical sergeants (6 percent). The description written in AFR 39-1 is accurate

DAFSC 66170. This upgraded DAFSC group is the largest 661X0 group. The 309 members perform an average of 120 tasks. They spend 63 percent of their time Performing Command, Management, and Staffing Functions (24 percent); Performing Administrative and Supply Functions (9 percent); Performing Support Agreements Functions (8 percent), Performing Contingency Planning Functions (7 percent); and Performing WRM Functions (7 percent) Fourteen percent of these incumbents hold Support Agreement positions, while 13 percent are Logistics Superintendents and 9 percent work in WRM. The grade spread included staff sergeants (21 percent), technical sergeants (47 percent), and master sergeants (30 percent) The description written in AFR 39-1 is accurate.

DAFSC 66190/66100 This was a relatively small group with 50 members They perform an average of 135 tasks These members spend their duty time Performing Command, Management, and Staffing Functions (37 percent), Performing Mobility Functions (9 percent), and Performing Contingency Planning Functions (7 percent) Fourteen percent of these personnel work as Logistics Superintendents, 12 percent work as Contingency Staff Managers, and 8 percent work in Support Agreements. The grade spread includes technical sergeants (6 percent), master sergeants (36 percent), senior master sergeants (38 percent), and chief master sergeants (20 percent). The description written in AFR 39-1 is accurate.

In addition, Appendix F shows representative tasks performed by DAFSC 66XX, 661X0, and all members

MILITARY RANK ANALYSIS

Analyzing the various characteristics associated with the rank distribution can provide officer utilization managers and enlisted career field managers with a better understanding of when and where to place Logistics Plans and Programs Personnel based on their skill level In analyzing the relative time spent in duties across the rank distribution, Appendix H indicates that typical duties of each rank correspond to duties that should be performed at the associated skill levels. Lower ranking officers generally spend more time performing Mobility and Acquisition Functions, while higher ranking officers tend to have more supervisory responsibilities. Likewise, lower ranking enlisted personnel spend more time performing Mobility, Support Agreement, and Administrative and Supply Functions, while senior NCOs perform more supervisory types of duties. Appendix I shows the distribution of officer and enlisted grades across logistics plans and programs jobs. A slight trend towards command, staff, and contingency staff management exists as officers progress in rank. This same idea holds true for the enlisted force. Appendix J displays a positive correlation between the officer and enlisted rank distributions and the AF skill levels, as the rank increases, the skill level increases.

Second Lieutenants. There were 51 members who held the rank of second lieutenant, 11 percent of the total number of officers in the survey. The majority (46) of these members are in the 662X AF specialty. They spend their duty time performing Command, Management, and Staffing Functions (27 percent); Performing Mobility Functions (15 percent); Performing MCC or LRC Functions (9 percent); and Performing WRM Functions (8 percent). The jobs most common to second lieutenants are Logistics Commanders and WRM Personnel.

First Lieutenants. There were 49 members who held the rank of first lieutenant, 10 percent of the total survey. They were predominately 662X personnel. They spend their duty time Performing Command, Management, and Staffing Functions (26 percent); Performing Mobility Functions (15 percent); and Performing Acquisition Management Functions (15 percent). First lieutenants are usually Logistics Commanders, Support Agreemen. Personnel, or Acquisition Staff Officers.

Captains This was the largest officer group by grade with 173 members, 37 percent of the total number of officers in the survey. These members comprise 53 percent of the 662X utilization field and 20 percent of the 661X personnel They spend their duty time Performing Command, Management, and Staffing Functions (37 percent), and Performing Acquisition Management Functions (15 percent). Most of the captains are Logistics Commanders (24 percent), Program Managers (8 percent), and Acquisition Staff Officers (8 percent).

Majors This was the second largest officer group by grade with 139 members, 30 percent of the total number of officers in the survey These members comprised 8 percent of the 662X utilization field and 53 percent of the 661X utilization field. They spend their duty time Performing Command, Management, and Staffing Functions (48 percent), and Performing Acquisition Management Functions (9 percent). The most common jobs for majors include Logistic Commanders (12 percent), Logistics Division and Branch Chiefs (12 percent), and Program Managers (8 percent).

Lieutenant Colonels There were 53 officers who held the rank of lieutenant colonel, 11 percent of the total number of officers in the survey. These members comprised 20 percent of the 661X utilization field. They spend their duty time Performing Command, Management, and Staffing Functions (52 percent); Performing Acquisition Management Functions (8 percent); Performing Financial Management Functions (7 percent); and Performing Contingency Planning Functions (6 percent). They generally hold leadership positions associated with Logistics Division and Branch Chiefs (28 percent), Logistics Commanders (17 percent), and Contingency Staff Managers (11 percent).

Colonels. There were six members who held the rank of colonel, 1 percent of the total number of officers in the survey. These members comprised 3 percent of the 661X utilization field. They spend their duty time Performing Command, Management, and Staffing Functions (60 percent), and Performing Financial Management Functions (17 percent). They generally hold leadership positions associated with Logistics Division and Branch Chiefs (17 percent).

Sergeants There were 66 members who held the rank of sergeant, 12 percent of the total number of enlisted personnel in the survey. The majority (34 percent) of these members are in AFSC 66130/66150. They spend their duty time Performing Mobility Functions (17 percent); Performing Support Agreement Functions (15 percent); Performing Command, Management, and Staffing Functions (13 percent); and Performing Administrative and Supply Functions (10 percent). The jobs most common to sergeants are Support Agreement Personnel (27 percent), COMPES Operators (12 percent), Mobility COMPES Operators (9 percent), and Mobility NCOs (5 percent).

Staff Sergeants This was the largest enlisted group with 175 members, 32 percent of the total number of enlisted personnel in the survey. They are predominately in AFSCs 66130/66150 (58 percent) and 66170 (21 percent). They spend their duty time Performing Command, Management, and Staffing Functions (16 percent), Performing Mobility Functions (15 percent), and Performing Support Agreement Functions (12 percent). Staff Sergeants are usually Support Agreement Personnel (21 percent), COMPES Operators (11 percent), and WRM Personnel (7 percent).

Technical Sergeants. This was the second largest enlisted group by grade with 158 members, 29 percent of the total number of enlisted personnel in the survey These members comprise 47 percent of AFSC 66170. They spend their duty time Performing Command, Management, and Staffing Functions (22 percent); Performing Support Agreement Functions (17 percent); Performing Mobility Functions (17 percent), and Performing Administrative and Supply Functions (10 percent). Most of the technical sergeants are Support Agreement Personnel (13 percent), Logistics Superintendents (10 percent), WRM Personnel (8 percent), and MCC Operators (6 percent).

Master Sergeants. This was the third largest group by enlisted grade with 113 members, 21 percent of the total number of enlisted personnel in the survey. These members comprised 30 percent of AFSC 66170 and 36 percent of AFSC 66190/66100. They spend their duty time Performing Command, Management, and Staffing Functions (31 percent); Performing Mobility Functions (11 percent), Performing WRM Functions (9 percent); and Performing Administrative and Supply Functions (8 percent). The most common jobs for master sergeants include Logistic Superintendents (22 percent), Support Agreement Personnel (9 percent), and WRM Personnel (8 percent).

Senior Master Sergeants. There were 22 members who held the rank of senior master sergeant, 4 percent of the total number of enlisted personnel in the survey. These members comprise 38 percent of AFSC 66190/00. They spend their duty time Performing Command, Management and Staffing Functions (38 percent); Performing Mobility Functions (9 percent); Performing WRM Functions (8 percent); Performing Support Agreement Functions (7 percent); and Performing Acquisition Management Functions (6 percent). They generally hold leadership positions associated with Logistics Superintendents (18 percent), Support Agreement Personnel (9 percent), and Contingency Staff Managers (9 percent).

Chief Master Sergeants. There were 10 members who held the rank of chief master sergeant, 2 percent of the total number of enlisted personnel in the survey. These members comprise 20 percent of AFSC 66190/66100. They spend their duty time Performing Command, Management, and Staffing Functions (46 percent); Performing Manpower and Authorization Functions (16 percent); Performing Inspection and Evaluation Functions (7 percent); and Performing WRM Functions (7 percent). They generally hold leadership positions associated with Logistics Superintendents (10 percent), Contingency Staff Managers (10 percent), and Program Managers (10 percent).

TRAINING ANALYSIS

Occupational survey data are used to assist in planning, developing, reviewing, and evaluating various training programs and documents such as the CTS, STS, and POI. These training efforts are relevant to personnel working in their first assignment Factors that may be used in the analysis include percent of first-enlistment or first-assignment (1-48 months TIUF or TICF) personnel performing tasks, along with TE and TD ratings (as explained in the Survey Administration section) These factors were used in reviewing the AFSC CTS 66XX, STS 661X0, and POIs for courses G3OLR6621 003 and G3ALR66130 005, based on the matching of inventory tasks to the appropriate sections of the CTS, STS, and POIs by experienced technical school personnel from Lowry Technical Training Center. A complete computer listing displaying percent members performing, TE and TD ratings for each task, along with CTS, STS, and POI matchings, has been forwarded to the technical school for use in further review of training documents. A summary of that information is presented below.

First-Assignment Personnel. Based on TIUF, there were 227 first-assignment officers, and based on TICF, there were 122 enlisted personnel in this survey. This represents 34 percent of all survey respondents. First assignment 66XX officers show a high concentration of duty time spent Performing Command, Management, and Staffing Functions (37 percent); Performing Acquisition Management Functions (11 percent); and Performing Mobility Functions (10 percent). First assignment 661X0 personnel mostly perform Command, Management, and Staffing Functions (19 percent); Mobility Functions (15 percent), and Support Agreement Functions (12 percent). A more detailed description of the duties performed by first-assignment 66XX and 661X0 personnel is presented in Appendix K.

Training Emphasis. As explained in the Survey Administration section of this report, TE ratings are factors that can assist technical school personnel in deciding which tasks should be emphasized for entry-level training. In addition, they may provide support for adding or deleting training requirements. The TE ratings provided by the 67 logistics plans and programs officer SMEs yielded an average (mean) rating of .85 with a standard deviation of .73. Similarly, the TE rating by the 84 logistics plans enlisted SMEs yielded an average (mean) rating of 1.18 with a standard deviation of 1.44. According to ATCR 52-22, when a given task has an assigned TE rating greater than or equal to the sum of the mean value plus one standard deviation, in this case 1.58 for the officers and 2.62 for enlisted personnel, it merits strong consideration for inclusion in some form of structured training. Two hundred twenty-nine of the 1,539 tasks met this criteria for the officers, and 297 of the 1,539 tasks met this criteria for the enlisted personnel. Furthermore, many of the same tasks received high TE values for both the officers and enlisted. Appendix L displays the TE ratings for first-assignment 661X officers that had high percent members performing and also displays the same information for first-assignment DAFSC 661X0 personnel.

Task Difficulty The relative difficulty of each task in the inventory was assessed through ratings of 87 experienced 661X0 NCOs These ratings were processed to produce an ordered listing of all tasks in terms of their relative difficulty Ratings were standardized to have an average of 5 0, with a standardized deviation equal to 1 As previously mentioned in the Survey Administration section of this report, TD data provide information on first-term training needs, as perceived by experienced technicians in the field. This information, along with the percent members performing data, can then aid training managers in determining if revisions to the STS or POI are required Appendix L2 displays the TD ratings for first-assignment DAFSC 661X0 personnel with high percent members performing These data indicate no tasks with over 30 percent of the members performing would satisfy the criteria for structured training based solely on TD ratings However, before a decision can be made based solely on TD information, one should also evaluate the percent members performing each task and TE ratings. The TD ratings are the composite opinion of experienced career ladder personnel on how difficult the tasks are to learn, these data can guide training developers in where to place emphasis in entry-level training Tasks receiving high TD ratings, as well as moderate to high percent members performing, may warrant formal, resident training. Those tasks assigned high TD ratings, but low percentages of personnel performing, may be more appropriately planned for OJT programs. Low TD ratings may indicate tasks best left out of formalized training for entry-level personnel; however, such a decision must also consider the percentages of personnel performing the specific tasks, task criticality, command concerns, or safety programs.

Specialty Training Standard (STS) and Course Training Standard (CTS). During the course of this analysis, technical school personnel from Lowry AFB matched inventory tasks to the current STS and CTS. Utilizing the results of the matched data, a review of STS 661X0 (dated January 1993, tentative) and CTS G3OLR6621 003 (dated January 1993, tentative) was conducted.

Overall, many areas of the STS and CTS are well supported by survey data. There are, however, a few areas on these documents that do not appear to be supported due to less than 20 percent members of the criterion groups (first-term, 3/5- and 7-skill levels), (first-term, 662X) performing matched tasks, and low TE and TD data In some STS areas, performance codes may need some minor adjusting.

Only one main heading area of the STS (5. Logistics Combat Support Management) had very few tasks matched to it. In addition, some subelements under the major headings should be reviewed for appropriateness based on the limited amount and types of tasks matched. The STS paragraphs mentioned below reflect low percent members performing tasks with low TE and low to average TD values.

7 i (1). Describe WRM Funding Process
7 i (2). Develop WRM Budget
8 b (3). Survival, Recovery, and Reconstitution (SRR) Plan, and
8 b (5). Concept Plans (CONPLANS).

A few STS elements may require some minor proficiency code changes based on the OSR data The following list depicts two areas where the proficiency code may want to be increased

10. Installation/Site Surveys
12 d Conduct COMPES Working Groups

Examination of the "tasks not referenced" to the STS revealed 13 logistics-specific tasks that may warrant formal training based on TE, TD, and percent members performing data A complete listing of these tasks can be found in the Training Analysis Extract.

All main heading areas of the CTS had tasks matched. However, some subelements under the major headings should be reviewed for appropriateness, based on the limited amount and types of tasks match to them The CTS paragraphs mentioned below reflect low percent members performing tasks with low TE values.

7 f. Interpret MANPER-B output products
7 g. Perform UTC data functions in LOGFOR
8 b Explain redeployment
8 c. Explain reconstitution
8 d. Explain logistics command and control (LOG C2)

Examination of "tasks not referenced" to the CTS revealed a number of tasks that may warrant formal training based on TE and percent members performing. A complete listing of these tasks can found in the Training Analysis Extract.

Plan of Instruction (POI) G3ALR66130 003 and POI G3OLR6621 003. The 19-day Apprentice Logistics Plans Specialist Course, G3ALR66130 003 (dated January 1993, tentative) covers four blocks of instruction. These include Programming Functions, Planning Functions, Mobility Functions, and COMPES Functions. This tentative POI was reviewed for appropriateness of instruction, based on the jobs and tasks performed by survey respondents. The complete results of the matching of tasks to POI objectives are presented in a separate computer printout (PRTMOD) within the Training Extract.

Overall, the basic course is well supported by survey data. Training is being performed on all major jobs being performed in the field. POI behavioral objectives were supported by the OSR data. Only six tasks were identified as possibilities for inclusion into the basic course. All of these tasks were from the mobility duty area.

The Logistics Plans and Programs Officer course lasts approximately 30 days. It is specifically designed for officers entering the 66XX AF specialty. This course provides five blocks of instruction Introduction to Logistics Plans, Programming Functions of Logistics, Planning Functions of Logistics, Mobility Planning, and COMPES Functions.

Comparison of POI objectives to occupational survey data (TE and percent members performing) indicates retail logistics training is covering appropriate material However, Block II may need to be reviewed based on the small number of matched tasks found in this block of instruction Little information has been utilized for assessing wholesale logistics training Assessment of wholesale logistics training may necessitate future matching of occupational survey data to wholesale course outlines.

Upon examining the "tasks not referenced" section, numerous tasks exist which are one standard deviation above the TE mean; however, hardly any of these tasks have more than 20 percent of first-assignment personnel performing these tasks. Thus, with this idea kept in mind, care should be taken when identifying these tasks for inclusion into course training A complete listing of these tasks can be found in the Training Analysis Extract.

COMPES Training The previous enlisted OSR revealed 8 percent of NCOs were active in performing COMPES functions. Due to increased computer automation responsibilities, this number has increased to 10 percent. Furthermore, the OSR analysis also revealed two distinct variations of COMPES operators. Mobility COMPES Operators and COMPES Operators. Due to the rewrite of AFR 39-1, ATC has changed the technical school curriculum permitting more "hands-on" classroom training. As these NCOs progress in rank and in time in service, they assume more mobility responsibilities while still remaining active in COMPES functions As a training implication, 100 percent of the COMPES operators and 86 percent of Mobility COMPES operators were trained at the technical school. The majority of both groups felt the training they received was fair to excellent. This indicates that almost all COMPES Operators are receiving formal training at the technical school. The data also indicates the technical school is effectively training these personnel. In addition, these personnel are also being appropriately utilized within the Air Force. However, a closer examination of the two different jobs associated with COMPES functions may be in order to see if this result will have any impact on training.

JOB SATISFACTION ANALYSIS

An examination of satisfaction indicators of various personnel groups can provide officer utilization managers a better understanding of some of the factors that may affect the job performance of logistics personnel. Attitude questions covering job interest, perceived use of talents and training, sense of work accomplishment, current assignment information, time spent on additional duties, and career intentions/plans were included in the survey booklets. Appendix M provides job satisfaction data for the identified clusters and independent jobs. In addition, it displays differences in job satisfaction according to DAFSC.

Job Satisfaction for Jobs. Overall, officers and enlisted personnel involved with logistics plans and programs were fairly satisfied The lowest percentage for job interest was Financial Management Personnel (48 percent) Conversely, the highest percentage for job interest was Acquisition Directors (90 percent), Program Managers (91 percent), Acquisition Staff Officers (91 percent), and Mobility NCOs (92 percent). Financial Management Personnel perceive the use of their talents to be low More than half of the Financial Management Personnel (61 percent) also feel the use of their training is low. Most of the personnel were satisfied with their work accomplishment, except Mobility Exercise Planners and Logistics Staff Officers. Seventy percent of the Mobility Exercise Planners and 62 percent of the Contingency Planners felt communication flow between different logistics areas was poor to very poor. Mobility NCOs (92 percent) felt their rank was too low compared to their responsibilities, and rank also caused a problem with the performance of their duties. As a whole, most members felt the most unfavorable aspect about being in the logistics field was that they did not have enough authority to carry out their responsibilities. As for career plans and intentions, most of the personnel involved with logistics plan to stay in the Air Force and retire. In addition, 92 percent of the Mobility NCOs plan to stay in this AFSC until retirement Fifty-two percent of the Financial Management Personnel reported spending 31 percent or more of their time performing additional duties. Appendix M1 presents job satisfaction data for the identified clusters and independent jobs.

Job Satisfaction for DAFSC. As a whole, all personnel expressed interest in their job and are satisfied with their work accomplishment. DAFSC 66XX officers have a slightly higher job interest than 661X0 personnel. For enlisted personnel, job interest increases as rank increases. Both officers and NCOs also feel their talents and training are being moderately utilized. The majority of personnel across all DAFSCs felt they did not have enough authority to carry out their responsibilities. As the DAFSC 66130/66150 NCOs upgrade to DAFSCs 66170, 66190/66100, their job satisfaction increases nearly 20 percent--most likely due to increased authority in their respective duty positions. Most members' career intentions indicate a desire to stay and retire with benefits. DAFSC 661X and 66130/66150 personnel have the lowest percentage of members indicating they would stay until retirement, however, this result is not surprising because these personnel have the lowest TAFMS time. Appendix M2 presents job satisfaction data on the DAFSCs.

IMPLICATIONS

This survey was conducted to assess the effect of increased automation in the enlisted AFSC (COMPES functions), deletion of manpower, facilities, and budget duties from AFR 39-1, and to aid in the development of Air Force manpower standards for logistics plans and program work centers.

The new OSR validated the previous decision to delete manpower and facilities duties from AFR 39-1 as a primary duty of the enlisted career field. However, a few NCOs are still performing budgeting functions under the job identified as Financial Management Personnel. Analysis of AFR 36-1 revealed some grade-spread discrepancies. However, as a whole, both AFR 36-1 and AFR 39-1 seem to reflect what these personnel are doing within their respective utilization and career fields

Overall, analysis of the OSR data with the STS 661X0 and CTS G3OLR6621 003 revealed that the data support these documents very well. However, there are some areas that might be improved upon. Likewise, POI G3ALR66130 003 and POI G3OLR6621 003 are being well supported by the OSR data, but may need some minor adjustments.

The previous enlisted OSR revealed 8 percent of the 661X0 personnel were involved in COMPES functions The new OSR found 10 percent of NCOs were active in performing COMPES functions. However, the new OSR analysis revealed two distinct variations of COMPES Operators: Mobility COMPES Operators and COMPES Operators. A closer examination of the two different jobs associated with COMPES functions may be in order to see if this finding will have any impact on training.

APPENDIX A

DETAILED LIST OF INDEPENDENT JOBS AND JOB CLUSTERS

LOGISTICS PLANS AND PROGRAMS OFFICER AND LOGISTICS PLANS ENLISTED PERSONNEL

(315) Mobility Exercise Planners (N=13)

(268) Mobility NCOs (N=12)

(188) Contingency Planners (N=34)

(361) Logistics Commanders and Superintendents (N=148)

(457) MCC Operators (N=22)

(425) Mobility COMPES Operators (N=22)

(163) COMPES Operators (N=36)

(196) WRM Personnel (N=46)

(50) Support Agreement Personnel (N=98)

(152) Financial Management Personnel (N=23)

(51) Logistics Staff Personnel (N=224)
(238) Logistics Staff Officers (N=22)
(186) Contingency Staff Managers (N=33)
(191) Logistics Division and Branch Chiefs (N=43)

(159) Wholesale Logistics Personnel (N=75)
(274) Acquisition Directors (N=10)
(275) Program Managers (N=35)
(232) Acquisition Staff Officers (N=23)

APPENDIX B

BACKGROUND INFORMATION

SELECTED BACKGROUND INFORMATION ON IDENTIFIED LOGISTICS PLANS AND PROGRAMS JOBS

	Jobs	Number in Group	Percent of Total	Percent in CONUS	Avg Number of Tasks	Avg Number Supervised	Represent Grades	TAFMS (Months)
1.	Mobility Exercise Planners	13	1	77	110	1	E-5,O-1	116
2.	Mobility NCO	12	1	67	115	0	E-5	123
3.	Contingency Planners	34	3	32	153	2	E-6,O-4	175
4.	Logistics Commanders & Superintendents	148	15	68	254	5	E-7,O-3	160
5.	MCC Operators	22	2	77	137	1	E-6,O-1	148
6.	Mobility COMPES Operators	22	2	77	184	1	E-6	146
7.	COMPES Operators	36	4	83	77	0	E-5	135
8.	WRM Personnel	46	5	39	114	2	E-5,O-1	153
9.	Support Agreement Personnel	98	10	68	106	0	E-5	139
10.	Financial Management Personnel	23	2	61	121	1	E-6,O-3,O-4	157
	Logistics Staff Personnel Job Cluster:	224	22	83	77	2	O-3 - O-5	187
11.	Logistics Staff Officers	22	2	86	32	0	O-3	171
12.	Contingency Staff Managers	33	3	73	118	0	E-7,O-4	198
13.	Logistics Division & Branch Chiefs	43	4	81	104	5	O-4	205
	Wholesale Logistics Personnel Job Cluster:	75	8	93	144	2	O-2 - O-4	165
14.	Acquisition Directors	10	1	80	199	5	O-4	205
15.	Program Managers	35	3	94	186	3	O-3	164
16.	Acquisition Staff Officers	23	2	100	68	1	O-3	134

APPENDIX C

REPRESENTATIVE TASKS PERFORMED BY EACH CLUSTER
AND INDEPENDENT JOB

TABLE C1

MOBILITY EXERCISE PLANNERS

NUMBER OF MEMBERS: 13
PERCENT OF SAMPLE: 1%

AVERAGE TIME IN JOB: 25 MONTHS
AVERAGE TAFMS: 116 MONTHS

TASKS		PERCENT MEMBERS PERFORMING
N1278	Coordinate exercise or deployment contingency plans or requirements with local units	100
M1219	Arrange exercise logistics support, such as facilities, transportation, and supply	92
N1289	Coordinate support, such as billeting, for deployments or exercises with base agencies	92
N1283	Coordinate marshalling of cargo for deployments or exercises	92
S1527	Monitor mobility progress on MCC status boards	92
N1296	Develop mobility schedule of events	92
M1224	Coordinate exercise support requirements, such as messing, airlift, or munitions requirements logistics personnel	85
N1321	Participate in Mobility Control Center (MCC) during exercises or deployments	85
M1223	Coordinate exercise support requirements, such as fuel, communications, or medical support with logistics personnel	85
N1286	Coordinate mode of transport for personnel and equipment with deploying units	85
N1281	Coordinate exercises or deployments with other activities, such as operations, supply, or maintenance	77
N1335	Recommend solutions to logistics support problems during exercises or deployments	77
N1288	Coordinate personnel requirements for exercises or deployments mobility personnel	77
N1277	Coordinate exercise or deployment contingency plans or requirements with higher headquarters	77
S1526	Monitor arrival and departure times of aircraft	77
N1284	Coordinate mobility bag, weapons, and munitions requirements with mobility personnel	77
N1343	Review base mobility plans or base supplement to AF Mobility Regulation (28-4)	77
L1154	Consolidate logistics inputs to war or contingency plans	77
A139	Prepare briefings or presentations	77
N1319	Participate in deployment, redeployment, or exercise planning meetings	69
N1259	Analyze war or contingency plans for taskings	69

TABLE C2

MOBILITY NCOs

NUMBER OF MEMBERS: 12
PERCENT OF SAMPLE: 1%

AVERAGE TIME IN JOB: 34 MONTHS
AVERAGE TAFMS: 123 MONTHS

TASKS		PERCENT MEMBERS PERFORMING
A182	Write messages or letters	100
N1291	Coordinate unit type code (UTCs) requirements with mobility personnel	100
B234	Operate microcomputer terminals which are not CAMS or COMPES terminals	92
B250	Prepare mobility or deployment folders	92
B208	Destroy classified material	92
N1283	Coordinate marshalling of cargo for deployments or exercises	83
N1288	Coordinate personnel requirements for exercises or deployments mobility personnel	83
L1181	Identify shortfalls and limiting factors (LIMFAC) in logistics support	83
N1282	Coordinate hazardous cargo handling forms (DD Form 1387-2)	83
N1286	Coordinate mode of transport for personnel and equipment with deploying units	83
N1284	Coordinate mobility bag, weapons, and munitions requirements with mobility personnel	83
N1293	Determine vehicle or equipment requirements for exercises or deployments	83
A45	Conduct briefings or presentations	83
N1324	Prepare DD Forms 1387-2 (Request for Hazardous Cargo Handling)	75
N1281	Coordinate exercises or deployments with other activities, such as operations, supply, or maintenance	75
N1307	Evaluate unit personnel for mobility readiness, such as currency of immunizations, passports, or dogtags	75
N1294	Develop aircraft load plans	75
A149	Review incoming and outgoing correspondence	75
N1280	Coordinate exercise simulations with mobility personnel	75
N1292	Determine mobility bag requirements	75
N1272	Coordinate assignment of personnel to fill mobility positions	67
N1275	Coordinate deployment flights with mobility personnel	67
N1273	Coordinate corrective actions for exercise or deployment discrepancies with mobility personnel	67
N1289	Coordinate support, such as billeting, for deployments or exercises with base agencies	67
L1179	Evaluate UTCs to determine supportability	67

TABLE C3

CONTINGENCY PLANNERS

NUMBER OF MEMBERS: 34
PERCENT OF SAMPLE: 3%

AVERAGE TIME IN JOB: 22 MONTHS
AVERAGE TAFMS: 175 MONTHS

TASKS		PERCENT MEMBERS PERFORMING
A182	Write messages or letters	88
A45	Conduct briefings or presentations	88
B208	Destroy classified material	82
A130	Participate in logistics-related meetings, conferences, or working groups	82
A174	Write inputs to programming plans (P-Plans) and operational plans (O-Plans)	79
A149	Review incoming and outgoing correspondence	79
C342	Write inputs to logistics support annexes	79
B264	Safeguard classified documents	76
A193	Write staff studies, staff summary sheets, or position papers	76
A44	Compile information for staff studies, staff summary sheets, or position papers	76
L1154	Consolidate logistics inputs to war or contingency plans	74
B220	Maintain contingency plans	74
L1147	Analyze time-phased force and deployment list (TPFDL) or time-phased force deployment data (TPFDD)	74
A181	Write memoranda for records (MFRs)	74
L1152	Conduct planning meetings	74
M1219	Arrange exercise logistics support, such as facilities, transportation, and supply	71
C333	Update logistics plans	71
L1181	Identify shortfalls and limiting factors (LIMFAC) in logistics support	71
B218	Maintain classified correspondence files	71
A7	Advise commander or staff agencies on logistics program policies and procedures	71
B234	Operate microcomputer terminals which are not CAMS or COMPES terminals	68
L1196	Request logistics inputs from functional areas, such as supply or transportation	68
C341	Write inputs to logistics plans	68
A166	Write background papers, point papers, or talking papers	68
L1148	Analyze war or contingency plans for logistics feasibility studies	68

TABLE C4

LOGISTICS COMMANDERS AND SUPERINTENDANTS

NUNBER OF MEMBERS: 148
PERCENT OF SAMPLE: 15%

AVERAGE TIME IN JOB: 25 MONTHS
AVERAGE TAFMS: 160 MONTHS

TASKS		PERCENT MEMBERS PERFORMING
A182	Write messages or letters	95
A45	Conduct briefings or presentations	95
A130	Participate in logistics-related meetings, conferences, or working groups	93
A139	Prepare briefings or presentations	91
A149	Review incoming and outgoing correspondence	91
A17	Approve or disapprove correspondence, such as letters or messages	90
A44	Compile information for staff studies, staff summary sheets, or position papers	88
A40	Assign suspense dates to action items	86
A181	Write memoranda for records (MFRs)	86
A166	Write background papers, point papers, or talking papers	85
A20	Approve or disapprove leave requests	84
S1539	Review messages	84
N1343	Review base mobility plans or base supplement to AF Mobility Regulation (28-4)	82
A172	Write enlisted performance reports (EPRs)	82
A36	Assign personnel to duty positions or additional duties	81
A67	Counsel personnel on personal or military-related problems	81
N1321	Participate in Mobility Control Center (MCC) during exercises or deployments	80
A84	Direct work assignments or workloads	80
A7	Advise commander or staff agencies on logistics program policies and procedures	80
N1299	Direct mobility control center (MCC) during exercises or deployments	78
C284	Conduct unit self-inspections	77
A155	Schedule leaves, passes, or TDYs	77
S1508	Brief commanders or staff on mobility progress	76
S1514	Coordinate manning of MCCs or LRCs	76
A52	Conduct staff meetings	76

TABLE C5

MOBILITY CONTROL CENTER OPERATORS

NUMBER OF MEMBERS: 22
PERCENT OF SAMPLE: 2%

AVERAGE TIME IN JOB: 24 MONTHS
AVERAGE TAFMS: 148 MONTHS

TASKS		PERCENT MEMBERS PERFORMING
S1523	Distribute schedules of events	100
N1296	Develop mobility schedule of events	95
S1507	Amend schedule of events	95
N1285	Coordinate mobility plans with mobility staff personnel	95
N1321	Participate in Mobility Control Center (MCC) during exercises or deployments	91
S1533	Prepare schedule of events during exercises and contingencies	91
N1355	Write base mobility plans or base supplements to AF Mobility Regulation (28-4)	91
S1539	Review messages	91
N1343	Review base mobility plans or base supplement to AF Mobility Regulation (28-4)	91
S1527	Monitor mobility progress on MCC status boards	91
N1301	Distribute base mobility plans or base supplement to AF Mobility Regulation (28-4)	91
N1351	Revise base mobility plans or base supplement to AF Mobility Regulation (28-4)	86
N1299	Direct mobility control center (MCC) during exercises or deployments	86
S1531	Prepare mobility concept briefings	86
S1514	Coordinate manning of MCCs or LRCs	86
S1536	Resolve problems occurring during exercises	82
N1268	Conduct mobility self-inspection programs	82
N1308	Follow up on deficiencies identified in exercise or deployment after-action reports	82
N1304	Establish mobility control centers (MCC)	77
N1297	Develop unit mobility plans	77
N1347	Review mobility policies and directives	77
N1267	Conduct mobility concept briefings or updates during exercises or deployments	77
N1306	Evaluate mobility policies and directives	77
N1353	Update mobility policy or guidance	77
S1515	Coordinate mobility position vacancies or replacement data with mobility units	77

TABLE C6

MOBILITY COMPES OPERATORS

NUMBER OF MEMBERS: 22
PERCENT OF SAMPLE: 2%

AVERAGE TIME IN JOB: 24 MONTHS
AVERAGE TAFMS. 146 MONTHS

TASKS		PERCENT MEMBERS PERFORMING
R1497	Prepare packing and load lists	95
N1296	Develop mobility schedule of events	95
N1291	Coordinate unit type code (UTCs) requirements with mobility personnel	91
S1523	Distribute schedules of events	91
S1536	Resolve problems occurring during exercises	91
R1489	Maintain copies of LOGFOR and LOGPLAN	91
R1505	Update equipment lists for COMPES	86
R1482	Develop nonstandard UTCs from standard UTCs for local use	86
S1533	Prepare schedule of events during exercises and contingencies	86
S1539	Review messages	86
R1479	Develop equipment lists for COMPES	82
S1507	Amend schedule of events	82
N1321	Participate in Mobility Control Center (MCC) during exercises or deployments	82
N1293	Determine vehicle or equipment requirements for exercises or deployments	82
M1218	Advise tasked units on exercise matters	82
R1486	Implement procedures for operating COMPES	82
N1286	Coordinate mode of transport for personnel and equipment with deploying units	82
R1487	Input organization and shop codes to input to the data base	82
L1210	Review UTCs	82
N1284	Coordinate mobility bag, weapons, and munitions requirements with mobility personnel	82
N1278	Coordinate exercise or deployment contingency plans or requirements with local units	82
R1483	Distribute COMPES equipment and personnel management products	77
S1527	Monitor mobility progress on MCC status boards	77
R1498	Prepare semiannual COMPES listings for unit updates	77
R1506	Upload UTCs in active files	77

TABLE C7

COMPES OPERATORS

NUMBER OF MEMBERS: 36
PERCENT OF SAMPLE: 4%

AVERAGE TIME IN JOB: 13 MONTHS
AVERAGE TAFMS: 135 MONTHS

TASKS		PERCENT MEMBERS PERFORMING
R1489	Maintain copies of LOGFOR and LOGPLAN	100
R1497	Prepare packing and load lists	92
R1506	Upload UTCs in active files	89
R1475	Coordinate LOGFOR and LOGPLAN with COMPES personnel	86
R1505	Update equipment lists for COMPES	81
R1482	Develop nonstandard UTCs from standard UTCs for local use	81
R1479	Develop equipment lists for COMPES	78
R1483	Distribute COMPES equipment and personnel management products	78
R1498	Prepare semiannual COMPES listings for unit updates	78
N1296	Develop mobility schedule of events	75
S1507	Amend schedule of events	75
R1490	Participate in COMPES working groups	75
N1321	Participate in Mobility Control Center (MCC) during exercises or deployments	69
N1291	Coordinate unit type code (UTCs) requirements with mobility personnel	67
D354	Conduct contingency operations mobility planning execution system (COMPES) training (LOGMOD-B, LOGMOD-M, and LOG-FAC)	67
A182	Write messages or letters	67
A130	Participate in logistics-related meetings, conferences, or working groups	67
L1210	Review UTCs	64
R1487	Input organization and shop codes to input to the data base	64
R1486	Implement procedures for operating COMPES	64
R1499	Prepare semiannual data transfer tapes for pilot and nonpilot units	64
A45	Conduct briefings or presentations	64
S1533	Prepare schedule of events during exercises and contingencies	61
R1470	Brief senior management on COMPES status	61
B208	Destroy classified material	61

TABLE C8

WAR RESERVE MATERIAL PERSONNEL

NUMBER OF MEMBERS: 46
PERCENT OF SAMPLE: 5%

AVERAGE TIME IN JOB: 23 MONTHS
AVERAGE TAFMS: 153 MONTHS

TASKS		PERCENT MEMBERS PERFORMING
P1374	Conduct surveillance visits of WRM storage locations	96
P1425	Review WPARRs	96
P1424	Review WCDOs	96
P1381	Coordinate status of WRM assets with WRM personnel	91
P1369	Analyze WRM reports, such as war consumables report	91
P1373	Conduct follow-up of WRM review board findings	91
P1401	Inspect WRM consumables, equipment, or spares	89
P1382	Determine availability or serviceability of WRM assets	89
P1409	Plan surveillance visits of WRM storage locations	89
P1404	Monitor WPARR authorizations	89
P1429	Review WRM review board reports	89
P1405	Monitor WRM program status	87
P1380	Coordinate peacetime use or movement of WRM assets with WRM personnel	85
P1375	Conduct WRM review board meetings	80
P1408	Participate in WRM review board meetings	80
P1422	Review VAL	80
P1436	Write WRM review board reports	78
P1430	Submit findings to WRM review boards	78
P1437	Write WRM surveillance reports	76
P1428	Review WRM reports, such as war consumables report	76
P1376	Coordinate appointment of WRM monitors with WRM program element managers	74
P1402	Interpret WRM policy and procedural guidance to base level WRM managers	72
D368	Conduct war reserve material (WRM) training	72
A182	Write messages or letters	70
D369	Conduct WRM monitor training	70

TABLE C9

SUPPORT AGREEMENT PERSONNEL

NUMBER OF MEMBERS: 98
PERCENT OF SAMPLE: 10%

AVERAGE TIME IN JOB: 23 MONTHS
AVERAGE TAFMS: 139 MONTHS

TASKS		PERCENT MEMBERS PERFORMING
K1106	Initiate review of support agreements	97
K1135	Revise host-tenant support agreements	97
K1114	Maintain support agreements	96
K1095	Coordinate support agreements with supplier (host) and receiver (tenant) approving authorities	96
K1110	Maintain communication listings or list of point of contacts for agreements	95
K1118	Negotiate host-tenant support agreements	94
K1137	Revise interservice, interdepartmental, or interagency support agreements	93
K1099	Distribute completed agreements	93
K1129	Review host-tenant support agreements	91
K1096	Coordinate support agreements with supplier (host) and receiver (tenant) comptroller functions	91
K1109	Maintain agreement suspense files	91
K1112	Maintain master agreement files	91
K1107	Initiate termination of agreements	89
K1120	Negotiate interservice, interdepartmental, or interagency support agreements	85
K1131	Review interservice, interdepartmental, or interagency support agreements	84
K1140	Write host-tenant support agreements	84
K1111	Maintain management tracking system for all phases of the agreements process	84
K1142	Write interservice, interdepartmental, or interagency support agreements	83
K1097	Develop management tracking system for all phases of the agreements process	83
K1098	Develop support agreement registers or listings	81
K1091	Coordinate defense retail interservice support (DRIS) with other services	79
K1104	Identify support needs for proposed agreements	79
K1092	Coordinate manpower information with host-tenant management engineering units	78
K1113	Maintain master file of applicable DOD manuals and regulations that apply to DRIS	78
K1123	Perform interservice support agreement coordinator (ISC) functions	77

TABLE C10

FINANCIAL MANAGEMENT PERSONNEL

NUMBER OF MEMBERS: 23
PERCENT OF SAMPLE: 2%

AVERAGE TIME IN JOB: 16 MONTHS
AVERAGE TAFMS: 157 MONTHS

TASKS		PERCENT MEMBERS PERFORMING
G644	Prepare unfunded requirements	96
G616	Identify unfunded requirements	96
G569	Analyze budgeting requirements	91
G631	Monitor TDY budgets	91
G568	Allocate or distribute funds	87
G668	Verify availability of funds for budgets	87
G645	Prepare unit budget requirements	87
G657	Review cost center managers reports	83
G633	Participate in budget planning or review meetings	83
G604	Develop budget estimates	83
G593	Coordinate AF Forms 9 (Request for Purchase) with unit personnel	83
G595	Coordinate budget or financial matters with cost center managers	78
A182	Write messages or letters	78
G592	Consolidate unit budgets	74
G602	Determine availability of funds for procurement actions	74
G643	Prepare TDY budgets	74
G589	Consolidate annual operating budgets	70
G634	Participate in financial working groups	70
G658	Review fund expenditures on equipment or supplies	70
G570	Analyze cost trends	70
G590	Consolidate inputs to budget estimates or requests	65
G655	Review budget guidance	65
G650	Recommend fund allocations	65
G594	Coordinate budget or financial matters with comptroller	61
B234	Operate microcomputer terminals which are not CAMS or COMPES terminals	61

TABLE C11

LOGISTICS STAFF PERSONNEL

NUMBER OF MEMBERS: 224
PERCENT OF SAMPLE: 22%

AVERAGE TIME IN JOB: 22 MONTHS
AVERAGE TAFMS: 187 MONTHS

TASKS		PERCENT MEMBERS PERFORMING
A130	Participate in logistics-related meetings. conferences, or working groups	88
A45	Conduct briefings or presentations	87
A182	Write messages or letters	85
A166	Write background papers, point papers, or talking papers	83
A44	Compile information for staff studies, staff summary sheets, or position papers	79
A139	Prepare briefings or presentations	73
A149	Review incoming and outgoing correspondence	71
A193	Write staff studies, staff summary sheets, or position papers	64
A181	Write memoranda for records (MFRs)	58
A194	Write trip reports	58
A7	Advise commander or staff agencies on logistics program policies and procedures	58
A50	Conduct logistics conferences, meetings, or working groups	58
A59	Coordinate logistics policies or procedures with MAJCOM or air staff personnel	57
A151	Review inputs to regulations, directives, manuals, or supplements	56
A47	Conduct cross-staff coordination	54
A131	Participate in nonlogistics-related meetings, conferences, or working groups	52
A17	Approve or disapprove correspondence, such as letters or messages	50
A175	Write inputs to regulations, directives, manuals, or supplements	50
A58	Coordinate logistics policies or procedures with HQ Staff, DOD agencies, or other services	49
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	48
B234	Operate microcomputer terminals which are not CAMS or COMPES terminals	46
A14	Advise subordinate units on changes to regulations, manuals, or supplements	45
A40	Assign suspense dates to action items	43
A178	Write letters of appreciation	40
A35	Arrange logistics support for conferences or VIP visits	39

TABLE C12

LOGISTICS STAFF OFFICER

NUMBER OF MEMBERS: 22
PERCENT OF SAMPLE: 2%

AVERAGE TIME IN JOB: 14 MONTHS
AVERAGE TAFMS: 171 MONTHS

TASKS		PERCENT MEMBERS PERFORMING
A130	Participate in logistics-related meetings, conferences, or working groups	95
A182	Write messages or letters	91
A166	Write background papers, point papers, or talking papers	91
A44	Compile information for staff studies, staff summary sheets, or position papers	86
A45	Conduct briefings or presentations	86
A139	Prepare briefings or presentations	82
A194	Write trip reports	73
A131	Participate in nonlogistics-related meetings, conferences, or working groups	73
A59	Coordinate logistics policies or procedures with MAJCOM or air staff personnel	59
A193	Write staff studies, staff summary sheets, or position papers	59
A47	Conduct cross-staff coordination	50
A58	Coordinate logistics policies or procedures with HQ Staff, DOD agencies, or other services	50
A181	Write memoranda for records (MFRs)	50
A143	Prepare reports of special studies or projects	45
A149	Review incoming and outgoing correspondence	45
A132	Participate in study panels or ad hoc committees	45
A50	Conduct logistics conferences, meetings, or working groups	45
A88	Escort visiting officials	45
B234	Operate microcomputer terminals which are not CAMS or COMPES terminals	41
A35	Arrange logistics support for conferences or VIP visits	41
A7	Advise commander or staff agencies on logistics program policies and procedures	41
A4	Advise activities outside the Air Force on logistics plans, policies, or programs	41
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	36
A175	Write inputs to regulations, directives, manuals, or supplements	36
A178	Write letters of appreciation	36

TABLE C13

CONTINGENCY STAFF MANAGERS

NUMBER OF MEMBERS: 33
PERCENT OF SAMPLE: 3%

AVERAGE TIME IN JOB: 22 MONTHS
AVERAGE TAFMS: 198 MONTHS

TASKS		PERCENT MEMBERS PERFORMING
A166	Write background papers, point papers, or talking papers	94
A130	Participate in logistics-related meetings, conferences, or working groups	94
A149	Review incoming and outgoing correspondence	88
A182	Write messages or letters	88
A139	Prepare briefings or presentations	88
A44	Compile information for staff studies, staff summary sheets, or position papers	85
A175	Write inputs to regulations, directives, manuals, or supplements	85
A45	Conduct briefings or presentations	85
A58	Coordinate logistics policies or procedures with HQ Staff, DOD agencies, or other services	85
A50	Conduct logistics conferences, meetings, or working groups	85
L1185	Participate in logistics planning conferences	82
A7	Advise commander or staff agencies on logistics program policies and procedures	82
L1203	Review inputs to TPFDL or TPFDD	79
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	79
A194	Write trip reports	79
A47	Conduct cross-staff coordination	76
A193	Write staff studies, staff summary sheets, or position papers	76
L1147	Analyze time-phased force and deployment list (TPFDL) or time-phased force deployment data (TPFDD)	76
L1204	Review joint operations planning execution system (JOPES) output products	76
A181	Write memoranda for records (MFRs)	76
A14	Advise subordinate units on changes to regulations, manuals, or supplements	73
A151	Review inputs to regulations, directives, manuals, or supplements	73
A59	Coordinate logistics policies or procedures with MAJCOM or air staff personnel	73
A174	Write inputs to programming plans (P-Plans) and operational plans (O-Plans)	73
B208	Destroy classified material	73

TABLE C14

LOGISTICS DIVISION AND BRANCH CHIEFS

NUMBER OF MEMBERS: 43
PERCENT OF SAMPLE: 4%

AVERAGE TIME IN JOB: 21 MONTHS
AVERAGE TAFMS: 205 MONTHS

TASKS		PERCENT MEMBERS PERFORMING
A17	Approve or disapprove correspondence, such as letters or messages	98
A45	Conduct briefings or presentations	98
A130	Participate in logistics-related meetings, conferences, or working groups	93
A149	Review incoming and outgoing correspondence	91
A182	Write messages or letters	91
A25	Approve or disapprove point, position, or talking papers	91
A20	Approve or disapprove leave requests	91
A166	Write background papers, point papers, or talking papers	88
A18	Approve or disapprove duty schedules	84
A44	Compile information for staff studies, staff summary sheets, or position papers	84
A187	Write recommendations for awards or decorations	81
A47	Conduct cross-staff coordination	79
A193	Write staff studies, staff summary sheets, or position papers	79
A19	Approve or disapprove inputs to directives, regulations, or manuals	77
A40	Assign suspense dates to action items	77
A52	Conduct staff meetings	77
A50	Conduct logistics conferences, meetings, or working groups	77
A68	Critique briefings or presentations	77
A139	Prepare briefings or presentations	74
A67	Counsel personnel on personal or military-related problems	74
A84	Direct work assignments or workloads	72
A151	Review inputs to regulations, directives, manuals, or supplements	72
A131	Participate in nonlogistics-related meetings, conferences, or working groups	72
A36	Assign personnel to duty positions or additional duties	72
A178	Write letters of appreciation	72

TABLE C15

WHOLESALE LOGISTICS PERSONNEL

NUMBER OF MEMBERS: 75
PERCENT OF SAMPLE: 7%

AVERAGE TIME IN JOB: 25 MONTHS
AVERAGE TAFMS: 165 MONTHS

TASKS		PERCENT MEMBERS PERFORMING
A45	Conduct briefings or presentations	93
I842	Participate in program management reviews	91
A130	Participate in logistics-related meetings, conferences, or working groups	89
A50	Conduct logistics conferences, meetings, or working groups	83
I742	Coordinate acquisition matters with contractors	81
I755	Coordinate user requirements with contractors	81
A139	Prepare briefings or presentations	80
A182	Write messages or letters	79
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	77
I884	Review ECPs	77
A166	Write background papers, point papers, or talking papers	77
I723	Advise organizations on status of integrated logistics support (ILS) programs	76
I801	Evaluate engineering change proposals (ECPs), ECRs, or specification change notices (SCNs)	76
A149	Review incoming and outgoing correspondence	75
I747	Coordinate milestone slippages and corrections with contractors	75
I880	Review contractor logistics plans, such as integrated support plan	75
I745	Coordinate deliveries of logistics items, such as tech orders, spare parts, or support equipment, with other units	73
I817	Identify data items or deliverables, such as CDRL or DID items	72
I744	Coordinate contracting requirements for new systems or modifications with contractors	69
I748	Coordinate modifications with users	68
A181	Write memoranda for records (MFRs)	68
I793	Evaluate contractor cost or schedule data	67
I753	Coordinate support requirements with supporting commands	67
I919	Write inputs to request for proposal (RFP), such as SOW, ITO, or CDRL	65
A194	Write trip reports	65

TABLE C16

ACQUISITION DIRECTORS

NUMBER OF MEMBERS: 10
PERCENT OF SAMPLE: 1%

AVERAGE TIME IN JOB. 22 MONTHS
AVERAGE TAFMS: 205 MONTHS

TASKS		PERCENT MEMBERS PERFORMING
A130	Participate in logistics-related meetings, conferences, or working groups	100
A139	Prepare briefings or presentations	100
A17	Approve or disapprove correspondence, such as letters or messages	100
A45	Conduct briefings or presentations	100
A52	Conduct staff meetings	100
A158	Supervise civilians	100
A149	Review incoming and outgoing correspondence	90
A182	Write messages or letters	90
A50	Conduct logistics conferences, meetings, or working groups	90
A20	Approve or disapprove leave requests	90
I842	Participate in program management reviews	90
A166	Write background papers, point papers, or talking papers	90
A84	Direct work assignments or workloads	90
A155	Schedule leaves, passes, or TDYs	90
A167	Write civilian performance ratings	90
I755	Coordinate user requirements with contractors	80
A7	Advise commander or staff agencies on logistics program policies and procedures	80
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	80
A15	Allocate or designate use of equipment or supplies	80
A69	Determine formats for reports	80
A18	Approve or disapprove duty schedules	80
A40	Assign suspense dates to action items	80
J934	Advise personnel on program or project delays or slippages	80
A137	Plan work assignments or workloads	80
A25	Approve or disapprove point, position, or talking papers	80

TABLE C17

PROGRAM MANAGERS

NUMBER OF MEMBERS: 35
PERCENT OF SAMPLE: 3%

AVERAGE TIME IN JOB: 35 MONTHS
AVERAGE TAFMS: 164 MONTHS

TASKS		PERCENT MEMBERS PERFORMING
I842	Participate in program management reviews	100
I745	Coordinate deliveries of logistics items, such as tech orders, spare parts, or support equipment, with other units	94
A45	Conduct briefings or presentations	94
I742	Coordinate acquisition matters with contractors	91
I755	Coordinate user requirements with contractors	89
A130	Participate in logistics-related meetings, conferences, or working groups	89
I747	Coordinate milestone slippages and corrections with contractors	89
A50	Conduct logistics conferences, meetings, or working groups	89
I753	Coordinate support requirements with supporting commands	89
I723	Advise organizations on status of integrated logistics support (ILS) programs	86
I748	Coordinate modifications with users	86
I817	Identify data items or deliverables, such as CDRL or DID items	86
A166	Write background papers, point papers, or talking papers	86
I886	Review logistics support analysis	86
I880	Review contractor logistics plans, such as integrated support plan	83
A139	Prepare briefings or presentations	83
I801	Evaluate engineering change proposals (ECPs), ECRs, or specification change notices (SCNs)	83
I744	Coordinate contracting requirements for new systems or modifications with contractors	80
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	80
I800	Evaluate deliverables	80
I884	Review ECPs	80
I882	Review data item descriptions	80
I832	Participate in design reviews, such as preliminary, system, or critical design reviews	80
I733	Conduct integrated logistics support management team meetings	77
A149	Review incoming and outgoing correspondence	77

TABLE C18

ACQUISITION STAFF OFFICERS

NUMBER OF MEMBERS: 23
PERCENT OF SAMPLE: 2%

AVERAGE TIME IN JOB: 14 MONTHS
AVERAGE TAFMS: 134 MONTHS

TASKS		PERCENT MEMBERS PERFORMING
I884	Review ECPs	91
A45	Conduct briefings or presentations	91
A130	Participate in logistics-related meetings, conferences, or working groups	87
I742	Coordinate acquisition matters with contractors	83
I723	Advise organizations on status of integrated logistics support (ILS) programs	83
I842	Participate in program management reviews	83
I755	Coordinate user requirements with contractors	83
A182	Write messages or letters	78
I793	Evaluate contractor cost or schedule data	78
I801	Evaluate engineering change proposals (ECPs), FCRs, or specification change notices (SCNs)	78
I745	Coordinate deliveries of logistics items, such as tech orders, spare parts, or support equipment, with other units	74
A139	Prepare briefings or presentations	74
I747	Coordinate milestone slippages and corrections with contractors	74
A50	Conduct logistics conferences, meetings, or working groups	74
A149	Review incoming and outgoing correspondence	70
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	70
I744	Coordinate contracting requirements for new systems or modifications with contractors	70
I748	Coordinate modifications with users	70
I919	Write inputs to request for proposal (RFP), such as SOW, ITO, or CDRL	70
I817	Identify data items or deliverables, such as CDRL or DID items	70
I894	Review technical or cost proposals	61
A181	Write memoranda for records (MFRs)	61
I753	Coordinate support requirements with supporting commands	57
A131	Participate in nonlogistics-related meetings, conferences, or working groups	57
I880	Review contractor logistics plans, such as integrated support plan	57

APPENDIX D

REPRESENTATIVE TASKS PERFORMED BY OFFICERS AND ENLISTED PERSONNEL BY RANK

TABLE D1

REPRESENTATIVE TASKS PERFORMED BY
ALL SECOND LIEUTENANTS
(N=51)

TASKS		PERCENT MEMBERS PERFORMING
A45	Conduct briefings or presentations	78
A182	Write messages or letters	73
A139	Prepare briefings or presentations	69
A130	Participate in logistics-related meetings, conferences, or working groups	67
A149	Review incoming and outgoing correspondence	61
N1321	Participate in Mobility Control Center (MCC) during exercises or deployments	57
M1218	Advise tasked units on exercise matters	57
A181	Write memoranda for records (MFRs)	55
M1219	Arrange exercise logistics support, such as facilities, transportation, and supply	51
S1527	Monitor mobility progress on MCC status boards	49
N1299	Direct mobility control center (MCC) during exercises or deployments	49
A50	Conduct logistics conferences, meetings, or working groups	47
N1296	Develop mobility schedule of events	47
A17	Approve or disapprove correspondence, such as letters or messages	47
S1531	Prepare mobility concept briefings	47
S1539	Review messages	47
S1536	Resolve problems occurring during exercises policies and procedures	47
B208	Destroy classified material	45
A20	Approve or disapprove leave requests	45
A40	Assign suspense dates to action items	43
S1523	Distribute schedules of events	43
S1524	Evaluate mobility taskings, fragmentation orders, air tasking orders, deployment requirements documents (DRDs)	43
B234	Operate microcomputer terminals which are not CAMS or COMPES terminals	41
S1507	Amend schedule of events	41

TABLE D2

REPRESENTATIVE TASKS PERFORMED BY
ALL FIRST LIEUTENANTS
(N=49)

TASKS		PERCENT MEMBERS PERFORMING
A45	Conduct briefings or presentations	88
A182	Write messages or letters	78
A130	Participate in logistics-related meetings, conferences, or working groups	76
A139	Prepare briefings or presentations	73
A17	Approve or disapprove correspondence, such as letters or messages	63
A149	Review incoming and outgoing correspondence	63
A166	Write background papers, point papers, or talking papers	63
S1531	Prepare mobility concept briefings	57
N1296	Develop mobility schedule of events	57
A181	Write memoranda for records (MFRs)	57
N1299	Direct mobility control center (MCC) during exercises or deployments	57
A50	Conduct logistics conferences, meetings, or working groups	55
A172	Write enlisted performance reports (EPRs)	55
A131	Participate in nonlogistics-related meetings, conferences, or working groups	53
A44	Compile information for staff studies, staff summary sheets, or position papers	53
A40	Assign suspense dates to action items	53
N1321	Participate in Mobility Control Center (MCC) during exercises or deployments	51
S1539	Review messages	51
S1509	Conduct mobility concept briefings	51
A7	Advise commander or staff agencies on logistics program policies and procedures	51
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	49
S1536	Resolve problems occurring during exercises	49
S1527	Monitor mobility progress on MCC status boards	49
S1508	Brief commanders or staff on mobility progress	49
N1267	Conduct mobility concept briefings or updates during exercises or deployments	49

TABLE D3

REPRESENTATIVE TASKS PERFORMED BY
ALL CAPTAINS
(N=173)

TASKS		PERCENT MEMBERS PERFORMING
A45	Conduct briefings or presentations	84
A130	Participate in logistics-related meetings, conferences, or working groups	83
A182	Write messages or letters	80
A166	Write background papers, point papers, or talking papers	75
A139	Prepare briefings or presentations	74
A149	Review incoming and outgoing correspondence	68
A44	Compile information for staff studies, staff summary sheets, or position papers	68
A17	Approve or disapprove correspondence, such as letters or messages	61
A193	Write staff studies, staff summary sheets, or position papers	60
A7	Advise commander or staff agencies on logistics program policies and procedures	60
A181	Write memoranda for records (MFRs)	59
A50	Conduct logistics conferences, meetings, or working groups	58
A131	Participate in nonlogistics-related meetings, conferences, or working groups	56
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	53
A194	Write trip reports	53
A40	Assign suspense dates to action items	49
A178	Write letters of appreciation	48
A20	Approve or disapprove leave requests	48
B234	Operate microcomputer terminals which are not CAMS or COMPES terminals	47
A47	Conduct cross-staff coordination	46
A59	Coordinate logistics policies or procedures with MAJCOM or air staff personnel	45
A25	Approve or disapprove point, position, or talking papers	45
A151	Review inputs to regulations, directives, manuals, or supplements	45
A35	Arrange logistics support for conferences or VIP visits	43
A6	Advise base staff activities on logistics planning and programming initiatives or support capabilities	42

TABLE D4

REPRESENTATIVE TASKS PERFORMED BY
ALL MAJORS
(N=139)

TASKS		PERCENT MEMBERS PERFORMING
A45	Conduct briefings or presentations	90
A130	Participate in logistics-related meetings, conferences, or working groups	85
A166	Write background papers, point papers, or talking papers	82
A182	Write messages or letters	81
A44	Compile information for staff studies, staff summary sheets, or position papers	79
A139	Prepare briefings or presentations	73
A149	Review incoming and outgoing correspondence	73
A193	Write staff studies, staff summary sheets, or position papers	73
A181	Write memoranda for records (MFRs)	64
A50	Conduct logistics conferences, meetings, or working groups	63
A131	Participate in nonlogistics-related meetings, conferences, or working groups	63
A47	Conduct cross-staff coordination	60
A7	Advise commander or staff agencies on logistics program policies and procedures	59
A194	Write trip reports	58
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	57
A178	Write letters of appreciation	55
A17	Approve or disapprove correspondence, such as letters or messages	55
A40	Assign suspense dates to action items	53
A187	Write recommendations for awards or decorations	53
A52	Conduct staff meetings	51
A88	Escort visiting officials	50
A59	Coordinate logistics policies or procedures with MAJCOM or air staff personnel	49
A184	Write officer performance reports (OPRs)	48
A35	Arrange logistics support for conferences or VIP visits	47
A151	Review inputs to regulations, directives, manuals, or supplements	46

TABLE D5

REPRESENTATIVE TASKS PERFORMED BY
ALL LIEUTENANT COLONELS
(N=53)

TASKS		PERCENT MEMBERS PERFORMING
A45	Conduct briefings or presentations	92
A166	Write background papers, point papers, or talking papers	92
A182	Write messages or letters	89
A130	Participate in logistics-related meetings, conferences, or working groups	87
A149	Review incoming and outgoing correspondence	83
A44	Compile information for staff studies, staff summary sheets, or position papers	81
A17	Approve or disapprove correspondence, such as letters or messages	81
A139	Prepare briefings or presentations	79
A47	Conduct cross-staff coordination	74
A193	Write staff studies, staff summary sheets, or position papers	74
A25	Approve or disapprove point, position, or talking papers	70
A20	Approve or disapprove leave requests	70
A131	Participate in nonlogistics-related meetings, conferences, or working groups	68
A50	Conduct logistics conferences, meetings, or working groups	66
A178	Write letters of appreciation	66
A40	Assign suspense dates to action items	64
A7	Advise commander or staff agencies on logistics program policies and procedures	62
A52	Conduct staff meetings	62
A181	Write memoranda for records (MFRs)	62
A187	Write recommendations for awards or decorations	62
A18	Approve or disapprove duty schedules	60
A158	Supervise civilians	58
A194	Write trip reports	58
A19	Approve or disapprove inputs to directives, regulations, or manuals	58
A42	Certify civilian timesheets	58

TABLE D6

REPRESENTATIVE TASKS PERFORMED BY
ALL COLONELS
(N=6)

TASKS		PERCENT MEMBERS PERFORMING
A45	Conduct briefings or presentations	100
A44	Compile information for staff studies, staff summary sheets, or position papers	83
A149	Review incoming and outgoing correspondence	83
A166	Write background papers, point papers, or talking papers	83
A182	Write messages or letters	83
A130	Participate in logistics-related meetings, conferences, or working groups	83
A139	Prepare briefings or presentations	83
A175	Write inputs to regulations, directives, manuals, or supplements	83
A17	Approve or disapprove correspondence, such as letters or messages	67
A102	Evaluate logistics management concepts	67
A59	Coordinate logistics policies or procedures with MAJCOM or air staff personnel	67
A58	Coordinate logistics policies or procedures with HQ Staff, DOD agencies, or other services	67
A193	Write staff studies, staff summary sheets, or position papers	67
A70	Approve or disapprove leave requests	67
A151	Review inputs to regulations, directives, manuals, or supplements	67
A74	Develop logistics policies or procedural guidelines	67
G056	Review budgets or budget estimates	67
A84	Direct work assignments or workloads	67
A141	Prepare job descriptions	67
A13	Advise subordinate personnel on resolution of technical problems	50
A7	Advise commander or staff agencies on logistics program policies and procedures	50
A98	Evaluate effects of funding cuts on programs	50
A12	Advise organizations on field implementation of solutions to management studies	50
A158	Supervise civilians	50
A119	Interpret policies, directives, or procedures for subordinates	50

TABLE D7

REPRESENTATIVE TASKS PERFORMED BY
ALL SERGEANTS
(N=66)

TASKS		PERCENT MEMBERS PERFORMING
N1296	Develop mobility schedule of events	67
B208	Destroy classified material	67
N1321	Participate in Mobility Control Center (MCC) during exercises or deployments	62
B234	Operate microcomputer terminals which are not CAMS or COMPES terminals	59
A182	Write messages or letters	59
A130	Participate in logistics-related meetings, conferences, or working groups	59
A45	Conduct briefings or presentations	56
S1527	Monitor mobility progress on MCC status boards	53
S1507	Amend schedule of events	52
S1523	Distribute schedules of events	48
A139	Prepare briefings or presentations	48
B264	Safeguard classified documents	45
S1526	Monitor arrival and departure times of aircraft	42
R1505	Update equipment lists for COMPES	42
N1291	Coordinate unit type code (UTCs) requirements with mobility personnel	42
S1539	Review messages	42
L1210	Review UTCs	41
S1533	Prepare schedule of events during exercises and contingencies	40
M1218	Advise tasked units on exercise matters	40
R1497	Prepare packing and load lists	36
R1475	Coordinate LOGFOR and LOGPLAN with COMPES personnel	36
N1286	Coordinate mode of transport for personnel and equipment with deploying units	36
S1536	Resolve problems occurring during exercises	36
K1114	Maintain support agreements	35
N1283	Coordinate marshalling of cargo for deployments or exercises	35

TABLE D8

REPRESENTATIVE TASKS PERFORMED BY
ALL STAFF SERGEANTS
(N=175)

TASKS		PERCENT MEMBERS PERFORMING
A130	Participate in logistics-related meetings, conferences, or working groups	64
A182	Write messages or letters	64
A45	Conduct briefings or presentations	58
B208	Destroy classified material	56
B234	Operate microcomputer terminals which are not CAMS or COMPES terminals	55
N1296	Develop mobility schedule of events	50
A139	Prepare briefings or presentations	49
A149	Review incoming and outgoing correspondence	49
N1321	Participate in Mobility Control Center (MCC) during exercises or deployments	46
S1507	Amend schedule of events	45
L1210	Review UTCs	43
A181	Write memoranda for records (MFRs)	43
N1291	Coordinate unit type code (UTCs) requirements with mobility personnel	43
B264	Safeguard classified documents	42
S1527	Monitor mobility progress on MCC status boards	41
A123	Maintain regulations, manuals, or reference materials	39
R1489	Maintain copies of LOGFOR and LOGPLAN	39
N1283	Coordinate marshalling of cargo for deployments or exercises	38
M1218	Advise tasked units on exercise matters	38
S1523	Distribute schedules of events	37
R1497	Prepare packing and load lists	37
S1539	Review messages	37
S1533	Prepare schedule of events during exercises and contingencies	36
R1505	Update equipment lists for COMPES	35
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	35

TABLE D9

REPRESENTATIVE TASKS PERFORMED BY
ALL TECHNICAL SERGEANTS
(N=158)

TASKS		PERCENT MEMBERS PERFORMING
A182	Write messages or letters	73
A130	Participate in logistics-related meetings, conferences, or working groups	67
B208	Destroy classified material	61
A149	Review incoming and outgoing correspondence	59
B234	Operate microcomputer terminals which are not CAMS or COMPES terminals	58
A45	Conduct briefings or presentations	56
N1321	Participate in Mobility Control Center (MCC) during exercises or deployments	55
A139	Prepare briefings or presentations	54
B264	Safeguard classified documents	53
A181	Write memoranda for records (MFRs)	48
S1507	Amend schedule of events	48
M1218	Advise tasked units on exercise matters	47
N1343	Review base mobility plans or base supplement to AF Mobility Regulation (28-4)	46
N1296	Develop mobility schedule of events	45
S1539	Review messages	44
S1527	Monitor mobility progress on MCC status boards	44
A123	Maintain regulations, manuals, or reference materials	42
L1210	Review UTCs	42
C284	Conduct unit self-inspections	42
M1237	Maintain exercise events logs	41
A166	Write background papers, point papers, or talking papers	40
A6	Advise base staff activities on logistics planning and programming initiatives or support capabilities	39
S1536	Resolve problems occurring during exercises	39
N1257	Analyze exercises or deployment after-action reports	39
N1341	Resolve logistics support problems during exercises or deployments	38

TABLE D10

REPRESENTATIVE TASKS PERFORMED BY
ALL MASTER SERGEANTS
(N=113)

TASKS		PERCENT MEMBERS PERFORMING
A182	Write messages or letters	76
A130	Participate in logistics-related meetings, conferences, or working groups	73
A45	Conduct briefings or presentations	73
A149	Review incoming and outgoing correspondence	68
A44	Compile information for staff studies, staff summary sheets, or position papers	64
A166	Write background papers, point papers, or talking papers	62
A7	Advise commander or staff agencies on logistics program policies and procedures	61
A193	Write staff studies, staff summary sheets, or position papers	57
B208	Destroy classified material	57
A139	Prepare briefings or presentations	55
B234	Operate microcomputer terminals which are not CAMS or COMPES terminals	54
A181	Write memoranda for records (MFRs)	54
A17	Approve or disapprove correspondence, such as letters or messages	53
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	52
A172	Write enlisted performance reports (EPRs)	50
A50	Conduct logistics conferences, meetings, or working groups	50
A151	Review inputs to regulations, directives, manuals, or supplements	50
A40	Assign suspense dates to action items	50
A6	Advise base staff activities on logistics planning and programming initiatives or support capabilities	48
A131	Participate in nonlogistics-related meetings, conferences, or working groups	47
S1539	Review messages	47
A20	Approve or disapprove leave requests	47
A13	Advise subordinate personnel on resolution of technical problems	45
B264	Safeguard classified documents	44
L1147	Analyze time-phased force and deployment list (TPFDL) or time-phased force deployment data (TPFDD)	44

TABLE D11

REPRESENTATIVE TASKS PERFORMED BY
ALL SENIOR MASTER SERGEANTS
(N=22)

TASKS		PERCENT MEMBERS PERFORMING
A149	Review incoming and outgoing correspondence	86
A194	Write trip reports	86
A182	Write messages or letters	82
A130	Participate in logistics-related meetings, conferences, or working groups	82
A45	Conduct briefings or presentations	73
A181	Write memoranda for records (MFRs)	73
A139	Prepare briefings or presentations	68
A166	Write background papers, point papers, or talking papers	64
A50	Conduct logistics conferences, meetings, or working groups	64
A193	Write staff studies, staff summary sheets, or position papers	64
A44	Compile information for staff studies, staff summary sheets, or position papers	64
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	59
A59	Coordinate logistics policies or procedures with MAJCOM or air staff personnel	59
A151	Review inputs to regulations, directives, manuals, or supplements	59
A7	Advise commander or staff agencies on logistics program policies and procedures	59
A17	Approve or disapprove correspondence, such as letters or messages	59
A172	Write enlisted performance reports (EPRs)	59
A40	Assign suspense dates to action items	55
A164	Supervise logistics plans technicians (AFSC 66170)	55
A89	Establish distribution procedures for documents and correspondence to subordinate units	55
A67	Counsel personnel on personal or military-related problems	55
A123	Maintain regulations, manuals, or reference materials	50
A6	Advise base staff activities on logistics planning and programming initiatives or support capabilities	50
A119	Interpret policies, directives, or procedures for subordinates	50
B264	Safeguard classified documents	50

TABLE D12

REPRESENTATIVE TASKS PERFORMED BY
ALL CHIEF MASTER SERGEANTS
(N=10)

TASKS		PERCENT MEMBERS PERFORMING
A149	Review incoming and outgoing correspondence	90
A182	Write messages or letters	90
A166	Write background papers, point papers, or talking papers	80
A44	Compile information for staff studies, staff summary sheets, or position papers	80
A59	Coordinate logistics policies or procedures with MAJCOM or air staff personnel	70
A181	Write memoranda for records (MFRs)	70
A45	Conduct briefings or presentations	70
A151	Review inputs to regulations, directives, manuals, or supplements	70
A130	Participate in logistics-related meetings, conferences, or working groups	70
A139	Prepare briefings or presentations	70
A131	Participate in nonlogistics-related meetings, conferences, or working groups	60
A186	Write policy letters or messages	60
A193	Write staff studies, staff summary sheets, or position papers	60
A194	Write trip reports	60
A67	Counsel personnel on personal or military-related problems	50
A7	Advise commander or staff agencies on logistics program policies and procedures	50
E506	Recommend approval or disapproval of prospective military career area cross-trainees	50
A174	Write inputs to programming plans (P-Plans) and operational plans (O-Plans)	50
A71	Develop an active recruiting program for 66XX and 661X0 personnel	50
A175	Write inputs to regulations, directives, manuals, or supplements	50
B264	Safeguard classified documents	50
A14	Advise subordinate units on changes to regulations, manuals, or supplements	50
A15	Allocate or designate use of equipment or supplies	50
A178	Write letters of appreciation	50
A107	Evaluate requests for waivers to regulations, manuals, or supplements	50

APPENDIX E

RELATIVE DUTY TIME SPENT BY OFFICER AND ENLISTED DAFSC GROUPS

TABLE E1

RELATIVE DUTY TIME SPENT BY DAFSC 66XX
(Percent Time Spent Performing Duties)

DUTIES		662X (N=241)	661X (N=228)	66XX (N=469)
A.	Performing Command, Management, and Staffing Functions	33	48	40
B	Performing Administrative and Supply Functions	4	4	4
C.	Performing Inspection and Evaluation Functions	5	5	5
D.	Performing Training Management Functions	3	3	3
E.	Performing Manpower and Authorizations Functions	1	3	2
F.	Performing Facilities Management Functions	1	1	1
G.	Performing Financial Management Functions	4	5	5
H.	Performing Security Assistance Management Functions	1	2	1
I.	Performing Acquisition Management Functions	14	8	11
J.	Performing Weapons Systems Support Functions	3	2	2
K.	Performing Support Agreement Functions	4	2	3
L.	Performing Contingency Planning Functions	5	5	5
M.	Performing Exercise Support Functions	3	3	3
N.	Performing Mobility Functions	10	5	7
O.	Performing Employment Functions	0	0	0
P.	Performing WRM Functions	4	2	3
Q.	Performing ADP Functions	0	1	1
R.	Performing COMPES Functions	0	0	0
S.	Performing MCC or LRC Functions	4	2	3

* Percentages may not add to 100 percent due to rounding

TABLE E2

RELATIVE DUTY TIME SPENT BY DAFSC 661X0
(Percent Time Spent Performing Duties)

DUTIES		66130/ 66150 (N=185)	66170 (N=309)	66190/ 66100 (N=50)	661X0 (N=544)
A.	Performing Command, Management, and Staffing Functions	14	24	37	22
B.	Performing Administrative and Supply Functions	10	9	6	9
C.	Performing Inspection and Evaluation Functions	4	6	5	5
D.	Performing Training Management Functions	5	4	3	4
E.	Performing Manpower and Authorizations Functions	2	1	5	2
F.	Performing Facilities Management Functions	1	1	0	1
G.	Performing Financial Management Functions	2	3	1	3
H.	Performing Security Assistance Management Functions	0	0	0	0
I	Performing Acquisition Management Functions	0	1	5	1
J.	Performing Weapons Systems Support Functions	0	0	1	0
K.	Performing Support Agreement Functions	13	8	6	9
L.	Performing Contingency Planning Functions	7	7	7	7
M.	Performing Exercise Support Functions	3	3	3	13
N.	Performing Mobility Functions	16	14	9	14
O.	Performing Employment Functions	0	1	0	1
P.	Performing WRM Functions	5	7	6	6
Q.	Performing ADP Functions	1	1	2	1
R	Performing COMPES Functions	8	4	1	5
S.	Performing MCC or LRC Functions	7	5	3	6

* Percentages may not add up to 100 percent due to rounding

APPENDIX F

REPRESENTATIVE TASKS PERFORMED BY OFFICER AND ENLISTED DAFSC GROUPS

TABLE F1

REPRESENTATIVE TASKS PERFORMED BY DAFSC 662X
(N=241: 19% 2LT, 20% 1LT, 53% CAPT, 8% MAJ)

TASKS		PERCENT MEMBERS PERFORMING
A45	Conduct briefings or presentations	85
A130	Participate in logistics-related meetings, conferences, or working groups	79
A182	Write messages or letters	76
A139	Prepare briefings or presentations	73
A149	Review incoming and outgoing correspondence	66
A166	Write background papers, point papers, or talking papers	63
A17	Approve or disapprove correspondence, such as letters or messages	59
A44	Compile information for staff studies, staff summary sheets, or position papers	58
A50	Conduct logistics conferences, meetings, or working groups	57
A181	Write memoranda for records (MFRs)	56
A7	Advise commander or staff agencies on logistics program policies and procedures	55
A131	Participate in nonlogistics-related meetings, conferences, or working groups	53
A40	Assign suspense dates to action items	49
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	47
A193	Write staff studies, staff summary sheets, or position papers	47
A20	Approve or disapprove leave requests	46
A172	Write enlisted performance reports (EPRs)	42
A178	Write letters of appreciation	42
B234	Operate microcomputer terminals which are not CAMS or COMPES terminals	40
A52	Conduct staff meetings	40
A84	Direct work assignments or workloads	39
A194	Write trip reports	39
A6	Advise base staff activities on logistics planning and programming initiatives or support capabilities	39
M1218	Advise tasked units on exercise matters	37
A59	Coordinate logistics policies or procedures with MAJCOM or air staff personnel	37

TABLE F2

REPRESENTATIVE TASKS PERFORMED BY DAFSC 661X
(N=228: 2% 2LT, 0% 1LT, 20% CAPT, 53% MAJ, 22% LT COL, 3% COL)

TASKS		PERCENT MEMBERS PERFORMING
A45	Conduct briefings or presentations	89
A166	Write background papers, point papers, or talking papers	86
A182	Write messages or letters	85
A130	Participate in logistics-related meetings, conferences, or working groups	84
A44	Compile information for staff studies, staff summary sheets, or position papers	79
A139	Prepare briefings or presentations	75
A149	Review incoming and outgoing correspondence	75
A193	Write staff studies, staff summary sheets, or position papers	74
A181	Write memoranda for records (MFRs)	64
A47	Conduct cross-staff coordination	63
A17	Approve or disapprove correspondence, such as letters or messages	61
A50	Conduct logistics conferences, meetings, or working groups	61
A131	Participate in nonlogistics-related meetings, conferences, or working groups	60
A7	Advise commander or staff agencies on logistics program policies and procedures	60
A194	Write trip reports	59
A178	Write letters of appreciation	56
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	54
A40	Assign suspense dates to action items	53
A151	Review inputs to regulations, directives, manuals, or supplements	52
A20	Approve or disapprove leave requests	52
A25	Approve or disapprove point, position, or talking papers	51
A187	Write recommendations for awards or decorations	50
A52	Conduct staff meetings	50
A155	Schedule leaves, passes, or TDYs	48
B234	Operate microcomputer terminals which are not CAMS or COMPES terminals	47

TABLE F3

REPRESENTATIVE TASKS PERFORMED BY DAFSC 66XX
(N=469· 11% 2LT, 10% 1LT, 37% CAPT, 30% MAJ, 11% LT COL, 1% COL)

TASKS		PERCENT MEMBERS PERFORMING
A45	Conduct briefings or presentations	87
A130	Participate in logistics-related meetings, conferences, or working groups	81
A182	Write messages or letters	80
A166	Write background papers, point papers, or talking papers	74
A139	Prepare briefings or presentations	74
A149	Review incoming and outgoing correspondence	70
A44	Compile information for staff studies, staff summary sheets, or position papers	68
A193	Write staff studies, staff summary sheets, or position papers	60
A181	Write memoranda for records (MFRs)	60
A17	Approve or disapprove correspondence, such as letters or messages	60
A50	Conduct logistics conferences, meetings, or working groups	59
A7	Advise commander or staff agencies on logistics program policies and procedures	57
A131	Participate in nonlogistics-related meetings, conferences, or working groups	56
A40	Assign suspense dates to action items	51
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	51
A47	Conduct cross-staff coordination	49
A178	Write letters of appreciation	49
A20	Approve or disapprove leave requests	49
A194	Write trip reports	48
A52	Conduct staff meetings	45
A151	Review inputs to regulations, directives, manuals, or supplements	44
B234	Operate microcomputer terminals which are not CAMS or COMPES terminals	44
A25	Approve or disapprove point, position, or talking papers	44
A187	Write recommendations for awards or decorations	43
A59	Coordinate logistics policies or procedures with MAJCOM or air staff personnel	42

TABLE F4

REPRESENTATIVE TASKS PERFORMED BY DAFSC 66130/66150
(N=185: 34% SGT, 48% SSGT, 6% TSGT, 1% MSGT)

TASKS		PERCENT MEMBERS PERFORMING
A182	Write messages or letters	62
A130	Participate in logistics-related meetings, conferences, or working groups	61
B208	Destroy classified material	58
N1296	Develop mobility schedule of events	57
B234	Operate microcomputer terminals which are not CAMS or COMPES terminals	57
A45	Conduct briefings or presentations	57
N1321	Participate in Mobility Control Center (MCC) during exercises or deployments	52
S1507	Amend schedule of events	50
S1527	Monitor mobility progress on MCC status boards	46
A139	Prepare briefings or presentations	46
A149	Review incoming and outgoing correspondence	44
N1291	Coordinate unit type code (UTCs) requirements with mobility personnel	43
L1210	Review UTCs	42
S1539	Review messages	42
B264	Safeguard classified documents	41
S1523	Distribute schedules of events	40
M1218	Advise tasked units on exercise matters	39
R1497	Prepare packing and load lists	39
A181	Write memoranda for records (MFRs)	39
S1526	Monitor arrival and departure times of aircraft	39
R1505	Update equipment lists for COMPES	38
S1533	Prepare schedule of events during exercises and contingencies	38
R1489	Maintain copies of LOGFOR and LOGPLAN	37
N1283	Coordinate marshalling of cargo for deployments or exercises	37
A123	Maintain regulations, manuals, or reference materials	37

TABLE F5

REPRESENTATIVE TASKS PERFORMED BY DAFSC 66170
(N=309· 1% SGT, 21% SSGT, 47% TSGT, 30% MSGT, 1% SMSGT)

TASKS		PERCENT MEMBERS PERFORMING
A182	Write messages or letters	72
A130	Participate in logistics-related meetings, conferences, or working groups	69
A45	Conduct briefings or presentations	62
A149	Review incoming and outgoing correspondence	60
B208	Destroy classified material	60
B234	Operate microcomputer terminals which are not CAMS or COMPES terminals	54
A139	Prepare briefings or presentations	54
B264	Safeguard classified documents	50
A181	Write memoranda for records (MFRs)	49
N1321	Participate in Mobility Control Center (MCC) during exercises or deployments	48
A166	Write background papers, point papers, or talking papers	47
A44	Compile information for staff studies, staff summary sheets, or position papers	46
A7	Advise commander or staff agencies on logistics program policies and procedures	44
L1210	Review UTCs	44
S1539	Review messages	43
N1343	Review base mobility plans or base supplement to AF Mobility Regulation (28-4)	42
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	41
S1507	Amend schedule of events	41
A40	Assign suspense dates to action items	41
A6	Advise base staff activities on logistics planning and programming initiatives or support capabilities	41
M1218	Advise tasked units on exercise matters	40
A50	Conduct logistics conferences, meetings, or working groups	40
C284	Conduct unit self-inspections	40
N1296	Develop mobility schedule of events	39
A123	Maintain regulations, manuals, or reference materials	39

TABLE F6

REPRESENTATIVE TASKS PERFORMED BY DAFSC 66190/66100
(N=50: 6% TSGT, 36% MSGT, 38% SMSGT, 20% CMSGT)

TASKS		PERCENT MEMBERS PERFORMING
A182	Write messages or letters	84
A130	Participate in logistics-related meetings, conferences, or working groups	82
A149	Review incoming and outgoing correspondence	80
A166	Write background papers, point papers, or talking papers	74
A45	Conduct briefings or presentations	74
A44	Compile information for staff studies, staff summary sheets, or position papers	70
A139	Prepare briefings or presentations	70
A194	Write trip reports	70
A59	Coordinate logistics policies or procedures with MAJCOM or air staff personnel	68
A181	Write memoranda for records (MFRs)	66
A151	Review inputs to regulations, directives, manuals, or supplements	64
A193	Write staff studies, staff summary sheets, or position papers	62
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	58
A50	Conduct logistics conferences, meetings, or working groups	58
A7	Advise commander or staff agencies on logistics program policies and procedures	54
A131	Participate in nonlogistics-related meetings, conferences, or working groups	50
B208	Destroy classified material	50
A17	Approve or disapprove correspondence, such as letters or messages	48
A67	Counsel personnel on personal or military-related problems	48
B264	Safeguard classified documents	48
A152	Review policy letters	48
A172	Write enlisted performance reports (EPRs)	46
A119	Interpret policies, directives, or procedures for subordinates	46
A178	Write letters of appreciation	46
B234	Operate microcomputer terminals which are not CAMS or COMPES terminals	44

TABLE F7

REPRESENTATIVE TASKS PERFORMED BY ALL MEMBERS
(N=1,013: 5% 2LT, 5% 1LT, 17% CAPT, 14% MAJ, 5% LT COL, 1% COL)
(7% SGT, 17% SSGT, 16% TSGT, 11% MSGT, 2% SMSGT, 1% CMSGT)

TASKS		PERCENT MEMBERS PERFORMING
A182	Write messages or letters	75
A130	Participate in logistics-related meetings, conferences, or working groups	74
A45	Conduct briefings or presentations	73
A149	Review incoming and outgoing correspondence	62
A139	Prepare briefings or presentations	62
A166	Write background papers, point papers, or talking papers	56
A44	Compile information for staff studies, staff summary sheets, or position papers	54
A181	Write memoranda for records (MFRs)	53
B234	Operate microcomputer terminals which are not CAMS or COMPES terminals	49
A7	Advise commander or staff agencies on logistics program policies and procedures	48
A50	Conduct logistics conferences, meetings, or working groups	47
A131	Participate in nonlogistics-related meetings, conferences, or working groups	46
B208	Destroy classified material	45
A193	Write staff studies, staff summary sheets, or position papers	45
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	45
A17	Approve or disapprove correspondence, such as letters or messages	44
A40	Assign suspense dates to action items	43
A151	Review inputs to regulations, directives, manuals, or supplements	40
A194	Write trip reports	39
B264	Safeguard classified documents	37
M1321	Participate in Mobility Control Center (MCC) during exercises or deployments	37
A20	Approve or disapprove leave requests	36
A6	Advise base staff activities on logistics planning and programming initiatives or support capabilities	35
A175	Write inputs to regulations, directives, manuals, or supplements	35
M1218	Advise tasked units on exercise matters	35

APPENDIX G

DISTRIBUTION OF DAFSC GROUPS ACROSS LOGISTICS
PLANS AND PROGRAMS JOBS

TABLE G1

DISTRIBUTION OF DAFSC 66XX ACROSS
LOGISTICS PLANS AND PROGRAMS JOBS
(Percent Members Performing)

JOBS		662X (N=241)	661X (N=228)	66XX (N=469)
1	Mobility Exercise Planners	1	0	1
2	Mobility NCO	0	0	0
3	Contingency Planners	2	3	3
4.	Logistics Commanders and Superintendents	22	13	19
5.	MCC Operators	2	0	1
6.	Mobility COMPES Operators	0	0	0
7	COMPES Operators	0	0	0
8.	WRM Personnel	4	0	2
9.	Support Agreement Personnel	4	0	10
10.	Financial Management Personnel	2	2	2
	Logistics Staff Personnel Job Cluster:	21	47	32
11.	Logistics Staff Officers	4	4	4
12.	Contingency Staff Managers	1	6	4
13.	Logistics Division and Branch Chiefs	3	10	8
	Wholesale Logistics Personnel Job Cluster:	17	10	13
14.	Acquisition Directors	2	2	2
15.	Program Managers	7	5	6
16.	Acquisition Staff Officers	7	1	5
	Other	25	25	25

* Percentages may not add to 100 percent due to rounding

TABLE G2

DISTRIBUTION OF DAFSC 661X0 ACROSS
LOGISTICS PLANS AND PROGRAMS JOBS
(Percent Members Performing)

JOBS	66130/ 66150 (N=185)	66170 (N=309)	66190/ 66100 (N=50)	661X0 (N=544)
1. Mobility Exercise Planners	2	2	2	2
2 Mobility NCO	5	1	0	2
3. Contingency Planners	2	5	4	4
4. Logistics Commanders and Superintendents	5	13	14	11
5. MCC Operators	2	4	2	3
6. Mobility COMPES Operators	5	4	0	4
7. COMPES Operators	12	4	0	7
8. WRM Personnel	5	9	2	7
9. Support Agreement Personnel	22	14	8	16
10. Financial Management Personnel	1	3	0	2
Logistics Staff Personnel Job Cluster:	6	14	36	12
11. Logistics Staff Officers	1	0	2	0
12. Contingency Staff Managers	1	3	12	3
13. Logistics Division and Branch Chiefs	0	1	2	1
Wholesale Logistics Personnel Job Cluster:	2	3	8	1
14. Acquisition Directors	0	0	0	0
15. Program Managers	0	1	6	1
16. Acquisition Staff Officers	0	0	0	0
Other	31	24	24	29

* Percentages may not add to 100 percent due to rounding

TABLE G3

DISTRIBUTION OF DAFSC 66XX AND 661X0 ACROSS
LOGISTICS PLANS AND PROGRAMS JOBS
(Percent Members Performing)

JOBS		66XX (N=469)	661X0 (N=544)	ALL (N=1,013)
1	Mobility Exercise Planners	1	2	1
2	Mobility NCO	0	2	1
3.	Contingency Planners	3	4	3
4.	Logistics Commanders and Superintendents	19	11	15
5.	MCC Operators	1	3	2
6.	Mobility COMPES Operators	0	4	2
7.	COMPES Operators	0	7	4
8.	WRM Personnel	2	7	5
9.	Support Agreement Personnel	2	16	10
10.	Financial Management Personnel	2	2	2
	Logistics Staff Personnel Job Cluster:	32	13	22
11.	Logistics Staff Officers	4	0	2
12.	Contingency Staff Managers	4	3	3
13.	Logistics Division and Branch Chiefs	8	1	4
	Wholesale Logistics Personnel Job Cluster:	13	1	8
14.	Acquisition Directors	2	0	1
15.	Program Managers	6	1	3
16	Acquisition Staff Officers	6	0	3
	Other	25	29	25

* Percentages may not add up to 100 percent due to rounding

APPENDIX H

RELATIVE DUTY TIME SPENT BY OFFICER AND ENLISTED GRADES

TABLE H1

RELATIVE DUTY TIME SPENT BY OFFICER GRADES
(Percent Time Spent Performing Duties)

DUTIES		O-1 (N=51)	O-2 (N=49)	O-3 (N=173)	O-4 (N=139)	O-5 (N=53)	O-6 (N=6)
A.	Performing Command, Management, and Staffing Functions	27	26	37	48	52	60
B	Performing Administration and Supply Functions	6	4	4	4	3	1
C.	Performing Inspection and Evaluation Functions	5	4	6	4	3	1
D.	Performing Training Management Functions	2	3	2	3	2	2
E.	Performing Manpower and Authorization Functions	0	1	2	2	3	1
F.	Performing Facilities Management Functions	1	0	1	1	0	0
G.	Performing Financial Management Functions	3	2	5	6	7	17
H.	Performing Security Assistance Management Functions	0	0	0	3	3	0
I.	Performing Acquisition Management Functions	4	15	15	9	8	5
J.	Performing Weapons Systems Support Functions	2	2	3	3	1	3
K.	Performing Support Agreement Functions	4	7	2	2	2	1
L.	Performing Contingency Planning Functions	5	4	5	5	6	1
M.	Performing Exercise Support Functions	6	3	3	2	3	4
N.	Performing Mobility Functions	15	15	7	3	3	4
O.	Performing Employment Functions	0	0	1	1	0	0
P.	Performing WRM Functions	8	4	3	2	1	0
Q.	Performing ADP Functions	1	0	0	1	2	1
R.	Performing COMPES Functions	1	1	0	0	0	0
S.	Performing MCC or LRC Functions	9	7	3	1	1	0

* Percentages may not add to 100 percent due to rounding

TABLE H2

RELATIVE DUTY TIME SPENT BY ENLISTED GRADES
(Percent Time Spent Performing Duties)

DUTIES		E-4 (N=66)	E-5 (N=175)	E-6 (N=158)	E-7 (N=113)	E-8 (N=22)	E-9 (N=10)
A.	Performing Command, Management, and Staffing Functions	13	16	22	31	38	46
B.	Performing Administration and Supply Functions	10	10	10	8	5	4
C.	Performing Inspection and Evaluation Functions	4	5	6	6	5	7
D.	Performing Training Management Functions	5	5	3	4	4	2
E.	Performing Manpower and Authorization Functions	4	1	1	2	3	16
F.	Performing Facilities Management Functions	1	1	1	1	0	0
G.	Performing Financial Management Functions	2	3	3	3	2	1
H.	Performing Security Assistance Management Functions	0	0	0	0	0	0
I.	Performing Acquisition Management Functions	0	1	1	1	6	5
J.	Performing Weapons Systems Support Functions	0	0	0	1	1	1
K.	Performing Support Agreement Functions	15	12	17	6	7	2
L.	Performing Contingency Planning Functions	6	8	8	7	5	3
M.	Performing Exercise Support Functions	2	3	4	3	2	2
N.	Performing Mobility Functions	17	15	7	11	9	2
O.	Performing Employment Functions	0	0	1	1	0	0
P.	Performing WRM Functions	5	5	6	9	8	7
Q.	Performing ADP Functions	2	2	1	1	1	0
R.	Performing COMPES Functions	8	7	5	1	1	0
S.	Performing MCC or LRC Functions	7	6	6	5	3	1

* Percentages may not add to 100 percent due to rounding

APPENDIX I

DISTRIBUTION OF OFFICER AND ENLISTED GRADES ACROSS
LOGISTICS PLANS AND PROGRAMS JOBS

TABLE II

DISTRIBUTION OF OFFICER GRADES ACROSS
LOGISTICS PLANS AND PROGRAMS JOBS
(Percent Members Performing)

JOBS		O-1 (N=51)	O-2 (N=49)	O-3 (N=173)	O-4 (N=139)	O-5 (N=53)	O-6 (N=6)
1	Mobility Exercise Planners	4	2	0	0	0	0
2.	Mobility NCO	0	0	0	0	0	0
3.	Contingency Planners	2	0	3	5	0	0
4.	Logistics Commanders and Supts	14	31	24	12	17	0
5.	MCC Operators	8	0	1	0	0	0
6.	Mobility COMPES Operators	0	0	1	0	0	0
7.	COMPES Operators	0	0	0	0	0	0
8.	WRM Personnel	10	2	1	1	0	0
9.	Support Agreement Personnel	4	12	1	1	0	0
10.	Financial Management Personnel	4	0	1	3	2	0
	Logistics Staff Personnel Job Cluster:	0	6	29	45	60	83
11.	Logistics Staff Officers	0	0	6	5	4	0
12.	Contingency Staff Managers	0	0	2	7	11	0
13.	Logistics Div and Branch Chiefs	0	2	3	12	28	17
	Wholesale Logistics Personnel Job Cluster:	2	16	20	14	11	0
14.	Acquisition Directors	0	0	2	2	6	0
15.	Program Managers	0	6	8	8	4	0
16.	Acquisition Staff Officers	2	8	8	2	2	0
	Other	52	31	19	19	10	17

* Percentages may not add to 100 percent due to rounding

TABLE I2

DISTRIBUTION OF ENLISTED GRADES ACROSS
LOGISTICS PLANS AND PROGRAMS JOBS
(Percent Members Performing)

JOBS	E-4 (N=66)	E-5 (N=175)	E-6 (N=158)	E-7 (N=113)	E-8 (N=22)	E-9 (N=10)
1. Mobility Exercise Planners	0	3	1	2	0	0
2. Mobility NCO	5	5	1	0	0	0
3. Contingency Planners	0	4	5	4	5	0
4. Logistics Commanders and Supts	3	6	10	22	18	10
5. MCC Operators	3	1	6	1	5	0
6. Mobility COMPES Operators	9	3	4	2	0	0
7. COMPES Operators	12	11	5	0	0	0
8. WRM Personnel	3	7	8	8	5	0
9. Support Agreement Personnel	27	21	13	9	9	0
10. Financial Management Personnel	2	1	3	4	0	0
Logistics Staff Personnel Job Cluster:	3	6	13	17	41	50
11. Logistics Staff Officers	0	1	0	0	5	0
12. Contingency Staff Managers	0	0	3	5	9	10
13. Logistics Div. and Branch Chiefs	0	0	0	3	5	0
Wholesale Logistics Personnel Job Cluster:	0	1	1	2	9	10
14. Acquisition Directors	0	0	0	0	0	0
15. Program Managers	0	1	1	1	5	10
16. Acquisition Staff Officers	0	0	0	1	0	0
Other	33	31	30	29	8	30

* Percentages may not add to 100 percent due to rounding

APPENDIX J

DISTRIBUTION OF OFFICER AND ENLISTED GRADES ACROSS DAFSC GROUPS

TABLE J1

DISTRIBUTION OF OFFICER GRADES ACROSS
DAFSC 66XX
(Percent Members Performing)

GRADE	662X (N=241)	661X (N=228)	66XX (N=469)
O-1	19	2	11
O-2	20	0	10
O-3	53	20	37
O-4	8	53	30
O-5	0	22	11
O-6	0	3	1

TABLE J2

DISTRIBUTION OF ENLISTED GRADES ACROSS 661X0
(Percent Members Performing)

GRADE	66130/ 66150 (N=185)	66170 (N=309)	66190/ 66100 (N=50)	661X0 (N=544)
E-4	34	1	0	12
E-5	58	21	0	32
E-6	6	47	6	29
E-7	1	30	36	21
E-8	0	1	38	4
E-9	0	0	20	2

* Percentages may not add to 100 percent due to rounding

APPENDIX K

RELATIVE DUTY TIME SPENT BY FIRST ASSIGNMENT OFFICER AND ENLISTED DAFSC GROUPS

TABLE K1

RELATIVE DUTY TIME SPENT BY
FIRST-ASSIGNMENT DAFSC 66XX PERSONNEL
(1-48 MONTHS TIUF, N=227)

DUTIES		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
A	PERFORMING COMMAND, MANAGEMENT, AND STAFFING FUNCTIONS	37
I	PERFORMING ACQUISITION MANAGEMENT FUNCTIONS	11
N	PERFORMING MOBILITY FUNCTIONS	10
C	PERFORMING INSPECTION AND EVALUATING FUNCTIONS	5
S	PERFORMING MOBILITY CONTROL CENTER OR LOGISTICS READINESS CENTER FUNCTIONS	5
L	PERFORMING CONTINGENCY PLANNING FUNCTIONS	5
B	PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	4
G	PERFORMING FINANCIAL MANAGEMENT FUNCTIONS	4
K	PERFORMING SUPPORT AGREEMENT FUNCTIONS	4
P	PERFORMING WAR RESERVE MATERIEL (WRM) MANAGEMENT FUNCTIONS	4
M	PERFORMING EXERCISE PLANNING FUNCTIONS	3
D	PERFORMING TRAINING MANAGEMENT FUNCTIONS	2
J	PERFORMING WEAPON SYSTEM SUPPORT FUNCTIONS	2
E	PERFORMING MANPOWER AND AUTHORIZATION FUNCTIONS	1
H	PERFORMING SECURITY ASSISTANCE MANAGEMENT FUNCTIONS	1
Q	PERFORMING AUTOMATIC DATA PROCESSING (ADP) FUNCTIONS	1
F	PERFORMING FACILITIES MANAGEMENT FUNCTIONS	1
R	PERFORMING CONTINGENCY OPERATIONS/MOBILITY PLANNING AND EXECUTION SYSTEM (COMPES) FUNCTIONS	0
O	PERFORMING EMPLOYMENT FUNCTIONS	0

TABLE K2

RELATIVE DUTY TIME SPENT BY
FIRST-ASSIGNMENT DAFSC 661X0 PERSONNEL
(1-48 MONTHS TICF, N=122)

DUTIES		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
A	PERFORMING COMMAND, MANAGEMENT, AND STAFFING FUNCTIONS	19
N	PERFORMING MOBILITY FUNCTIONS	15
K	PERFORMING SUPPORT AGREEMENT FUNCTIONS	12
B	PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	9
S	PERFORMING MOBILITY CONTROL CENTER OR LOGISTICS READINESS CENTER FUNCTIONS	7
L	PERFORMING CONTINGENCY PLANNING FUNCTIONS	7
R	PERFORMING CONTINGENCY OPERATIONS/MOBILITY PLANNING AND EXECUTION SYSTEM (COMPES) FUNCTIONS	5
P	PERFORMING WAR RESERVE MATERIEL (WRM) MANAGEMENT FUNCTIONS	5
D	PERFORMING TRAINING MANAGEMENT FUNCTIONS	4
C	PERFORMING INSPECTION AND EVALUATING FUNCTIONS	3
E	PERFORMING MANPOWER AND AUTHORIZATION FUNCTIONS	2
M	PERFORMING EXERCISE PLANNING FUNCTIONS	2
Q	PERFORMING AUTOMATIC DATA PROCESSING (ADP) FUNCTIONS	1
G	PERFORMING FINANCIAL MANAGEMENT FUNCTIONS	1
F	PERFORMING FACILITIES MANAGEMENT FUNCTIONS	1
I	PERFORMING ACQUISITION MANAGEMENT FUNCTIONS	1
O	PERFORMING EMPLOYMENT FUNCTIONS	1
J	PERFORMING WEAPON SYSTEM SUPPORT FUNCTIONS	0
H	PERFORMING SECURITY ASSISTANCE MANAGEMENT FUNCTIONS	0

APPENDIX L

REPRESENTATIVE TASKS PERFORMED BY FIRST-ASSIGNMENT OFFICER AND ENLISTED DAFSC GROUPS

TABLE L1

REPRESENTATIVE TASKS BY
FIRST-ASSIGNMENT DAFSC 66XX PERSONNEL
(1-48 MONTHS TIUF, N=227)

TASKS		PMP	TE
A45	Conduct briefings or presentations	87	3.25
A130	Participate in logistics-related meetings, conferences, or working groups	79	1.58
A182	Write messages or letters	78	2.87
A139	Prepare briefings or presentations	75	2.57
A166	Write background papers, point papers, or talking papers	68	3.55
A44	Compile information for staff studies, staff summary sheets, or position papers	62	2.19
A181	Write memoranda for records (MFRs)	59	2.00
A50	Conduct logistics conferences, meetings, or working groups	55	2.60
A7	Advise commander or staff agencies on logistics program policies and procedures	54	2.45
A193	Write staff studies, staff summary sheets, or position papers	51	2.82
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	44	1.63
A25	Approve or disapprove point, position, or talking papers	43	1.60
A47	Conduct cross-staff coordination	42	2.52
B234	Operate microcomputer terminals which are not CAMS or COMPES terminals	41	2.05
A172	Write enlisted performance reports (EPRs)	40	2.36
A194	Write trip reports	39	2.37
A187	Write recommendations for awards or decorations	39	1.90
A59	Coordinate logistics policies or procedures with MAJCOM or air staff personnel	38	2.00
A6	Advise base staff activities on logistics planning and programming iniatives or support capabilties	37	2.16
N1321	Participate in Mobility Control Center (MCC) during exercises or deployments	36	3.49
N1299	Direct mobility control center (MCC) during exercises or deployments	36	3.34
A96	Establish unit goals or objectives	34	2.04
B208	Destroy classified materials	34	1.76
C284	Conduct unit self-inspections	33	2.13
S1509	Prepare mobility concept briefing	32	2.84
S1508	Brief commanders or staff on mobility progress	32	2.60
M1219	Arrange exercise logistics support, such as facilities, transportation, and supply	32	2.57
S1527	Monitor mobility progress on MCC statue boards	32	2.15
S1536	Resolve problems occurring during exercises	32	2.10
A175	Write inputs to regulations, directives, manuals, or supplements	32	1.58
N1296	Develop mobility schedule of events	31	3.54
S1509	Conduct mobility concept briefing	31	3.13
S1514	Coordinate manning of MCCs or LRCs	31	2.13
N1343	Review base mobility plans or base supplements to AF Mobility Register (28-4)	31	2.00

TABLE L2

REPRESENTATIVE TASKS BY
FIRST-ASSIGNMENT DAFSC 661X0 PERSONNEL
(1-48 MONTHS TICF, N=122)

TASKS		PMP	TE	TD
A182	Write messages or letters	64	3.48	3.52
A45	Conduct briefings or presentations	60	2.92	5.15
B234	Operate microcomputer terminals which are not CAMS or COMPES terminals	56	3.41	4.40
N1296	Develop mobility schedule of events	52	6.37	5.01
S1507	Amend schedule of events	52	6.17	4.28
N1321	Participate in Mobility Control Center (MCC) during exercises or deployments	50	5.79	4.98
A130	Participate in logistics-related meetings, conferences, or working groups	64	2.56	3.45
A62	Coordinate logistics-related meetings, conferences, or working groups with personnel	43	1.91	4.57
A123	Maintain regulations, manuals, or reference materials	35	2.02	3.06
A151	Review inputs to regulations, directives, manuals, or supplements	32	1.61	3.73
A41	Compile information for staff studies, staff summary sheets, or position papers	31	1.69	4.92
A6	Advise base staff activities on logistics planning and programming iniatives or support capabilties	30	1.52	4.91
A7	Advise commander or staff agencies on logistics program policies and procedures	30	1.60	4.83
A14	Advise subordinate units on changes to regulations, manuals, or supplements	30	1.39	3.43

APPENDIX M

JOB SATISFACTION INDICATORS

TABLE M1

JOB SATISFACTION INDICATORS BY LOGISTICS PLANS AND PROGRAMS JOBS
(Percent Members Responding)

Jobs		Job Interest			Utilization of Talents			Utilization of Training			Sense of Accomplishment		
		Dull	So-So	Inter-resting	None-Little	Fairly Well	Excellent Perfectly	None-Little	Fairly Well	Excellent Perfectly	Dissatisfied	So-So	Satisfied
1.	Mobility Exercise Planners	15	15	69	31	69	0	31	69	0	62	0	38
2.	Mobility NCO	0	8	92	25	58	17	42	42	17	25	0	75
3.	Contingency Planners	12	15	74	24	65	12	26	65	9	32	6	62
4.	Log Commanders & Superintendents	6	7	86	11	65	23	15	70	14	20	6	73
5.	MCC Operators	9	27	64	14	68	18	23	59	9	14	9	77
6.	Mobility COMPES Operators	5	23	73	18	68	14	23	68	9	14	9	77
7.	COMPES Operators	6	25	69	22	75	3	19	78	3	19	17	64
8.	WRM Personnel	11	28	61	26	70	64	35	61	2	33	4	63
9.	Support Agreement Personnel	8	23	68	24	66	9	30	63	7	21	9	69
10.	Financial Management Personnel	17	35	48	39	61	0	61	35	0	26	7	65
	Logistics Staff Personnel Job Cluster:	10	17	73	24	63	13	35	56	8	30	8	61
11.	Logistics Staff Officers	5	23	73	14	73	14	45	45	9	45	5	50
12.	Contingency Staff Managers	6	12	82	18	63	15	24	64	12	27	9	64
13.	Logistics Division & Branch Chiefs	5	16	79	16	63	21	28	60	12	26	7	67
	Wholesale Logistics Personnel Job Cluster:	3	5	92	17	63	19	25	61	12	23	9	68
14.	Acquisition Directors	10	0	90	20	30	50	20	60	30	20	10	70
15.	Program Managers	0	9	91	20	57	20	29	57	11	17	11	71
16.	Acquisition Staff Officers	4	4	91	13	83	4	26	70	4	30	9	61

* Percentages may not add up to 100 percent due to rounding and no response

TABLE M2

JOB SATISFACTION INDICATORS FOR DUTY AFSC 66XX AND 661X0
(Percent Members Responding)

DAFSC	Job Interest			Utilization of Talents			Utilization of Training			Sense of Accomplishment		
	Dull	So-So	Inter-resting	None-Little	Fairly Well	Excellent Perfectly	None-Little	Fairly Well	Excellent Perfectly	Dissatisfied	So-So	Satisfied
1. 662X (N=241)	11	13	76	25	23	12	36	57	7	29	8	63
2. 661X (N=228)	9	13	77	21	60	18	28	57	14	28	8	63
3. 66XX (N=469)	10	13	76	23	61	15	32	56	10	28	8	63
1. 66130/66150 (N=185)	13	21	65	26	67	8	33	62	5	25	9	66
2. 66170 (N=309)	10	21	68	24	66	10	29	64	6	25	10	65
3. 66190/66100 (N=50)	4	14	82	12	68	20	26	60	14	18	8	74
4. 661X0 (N=544)	10	21	69	23	67	10	30	63	6	24	9	66

M2

* Percentages may not add to 100 percent due to rounding and no response

TABLE M3

JOB SATISFACTION INDICATORS BY TIUF, TICF GROUPS
(Percent Members Responding)

	Job Interest			Utilization of Talents			Utilization of Training			Sense of Accomplishment		
	Dull	So-So	Inter-resting	None-Little	Fairly Well	Excellent Perfectly	None-Little	Fairly Well	Excellent Perfectly	Dissatisfied	So-So	Satisfied
TIUF or TICF (1-48 months)												
1. 66XX (N=227)	13	14	72	26	63	11	38	54	5	28	7	63
2. 661X0 (N=122)	12	22	65	24	66	10	32	61	7	21	15	64
3. Comp. Sample (N=166)	7	8	85	20	65	15	19	68	13	13	10	77
TIUF or TICF (49-96 months)												
1. 66XX (N=121)	7	12	81	21	60	17	29	55	16	23	8	69
2. 661X0 (N=259)	9	20	70	24	68	9	29	65	6	25	6	68
3. Comp. Sample (N=213)	7	12	81	17	70	13	20	70	10	15	8	77
TIUF or TICF (97+ months)												
1. 66XX (N=117)	8	14	79	18	61	21	24	61	15	32	9	58
2. 661X0 (N=162)	10	20	70	22	67	11	31	63	6	25	10	65
3. Comp. Sample (N=752)	5	11	84	15	68	17	20	65	15	15	10	75

* Percentages may not add to 100 percent due to rounding and no response